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ABSTRACT

This report presents comparative data collected from 103 state-supported universities or university systems in 47 states, and 38 university systems representing 30 states, on the administrative salaries they paid in 1994-95. The salaries are presented in rank-order (from highest to lowest) to facilitate comparisons of a participant's relative standing with other universities. Salaries are reported only for full-time administrators. The report includes officers whose responsibilities and functions range from that of a director of a single office to the university president. Statistical data, comprising nearly the entire report, are divided into three main sections. The first section provides the ranking of salaries paid among all participating universities, including the average of those salaries paid at institutions belonging to the National Association of State Universities and Land-Grant Colleges. The second section is a series of tables showing the salaries paid among the 103 participating institutions, first presented overall and then by the nine regions defined by the Equal Employment Opportunity Commission. The third section comprises a table of salaries paid to the university system officers. Three graphs provide historical comparisons for salaries of selected executive administrators, deans, and medical deans from 1984 to 1993. (MDM)

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TWENTY-EIGHTH ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES PAID
1994-95

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ONE HUNDRED AND THREE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY SEVEN STATES
AND THIRTY EIGHT UNIVERSITY SYSTEMS
REPRESENTING THIRTY STATES



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UNIVERSITY OF ARKANSAS
DECEMBER 1994

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TWENTY-EIGHTH ANNUAL
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ADMINISTRATIVE SALARIES PAID
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OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
DECEMBER 1994

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the **twenty-eighth** annual administrative salary survey conducted by the Office of Institutional Research, University of Arkansas, Fayetteville. The Universities invited to participate consists of Doctoral I, Research I, Research II and Land-Grant institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position is fewer than three, the responses are omitted from this study.

The salaries are distributed in rank-order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in parentheses identifies that individual salary as being paid for someone filling dual functions. Salaries within the parentheses are included in each position's averages. Only one reported salary from an institution is reported per position. In addition, Table I contains averages by Carnegie Classifications where ten or more institutions were in the same classification.

Salaries in Table I maybe coded with an asterisk. The asterisk indicates that salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I includes an average for those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries reported.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of the returned salary data, with few exceptions, exactly as reported by the responding institutions.

The primary purpose of this study has always been to provide comparable and comprehensive information in a manner that will be useful to the participants. The University of Arkansas' office of Institutional Research wishes to thank all respondents for participating.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH
ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred and nineteen universities in forty eight states. From this group, responses were received from one hundred and three institutions in forty seven states.

Salaries in this section may be printed with an asterisk. This asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Five average salaries are printed after each position's rank order of salaries. Average salaries for those institutions belonging to NASULGC, Doctoral I institutions, Research I institutions, and Research II institutions for all participating institutions are calculated. NOTE: Averages by Carnegie classification is only calculated for populations of ten or more institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred and three participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined as are the San Francisco and Seattle Regions). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section is a table of salaries paid to the university system officers. For the purposes of the survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty nine university systems in thirty states, and responses were received from thirty eight university systems in thirty states.

HISTORICAL DATA

New this year to the report is the inclusion of graphs containing average salaries for selected positions for a ten year period.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE
SALARIES PAID AMONG ONE HUNDRED AND THREE UNIVERSITIES
IN FORTY-SEVEN STATES

This table summarizes the data for one hundred and three universities in forty seven states. For making this report possible, the University of Arkansas wishes to thank the following universities.

*ARIZONA STATE UNIVERSITY	*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*AUBURN UNIVERSITY	*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
BALL STATE UNIVERSITY	*STATE UNIVERSITY OF NEW YORK AT ALBANY
*BOWLING GREEN STATE UNIVERSITY	*TEMPLE UNIVERSITY
*CLEMSON UNIVERSITY	TENNESSEE STATE UNIVERSITY
COLLEGE OF WILLIAM AND MARY	*TEXAS A&M UNIVERSITY
*COLORADO STATE UNIVERSITY	*TEXAS TECH UNIVERSITY
EAST TEXAS STATE UNIVERSITY	TEXAS WOMEN'S UNIVERSITY
*FLORIDA STATE UNIVERSITY	UNIVERSITY OF AKRON
GEORGIA INSTITUTE OF TECHNOLOGY	*UNIVERSITY OF ALABAMA
GEORGIA STATE UNIVERSITY	*UNIVERSITY OF ALABAMA AT BIRMINGHAM
*CUNY-GRADUATE SCHOOL & UNIVERSITY CENTER	*UNIVERSITY OF ARIZONA
ILLINOIS STATE UNIVERSITY	*UNIVERSITY OF ARKANSAS, FAYETTEVILLE
*INDIANA UNIVERSITY BLOOMINGTON	*UNIVERSITY OF CALIFORNIA, SANTA BARBARA
*IOWA STATE UNIVERSITY	*UNIVERSITY OF CINCINNATI
*KANSAS STATE UNIVERSITY	*UNIVERSITY OF COLORADO AT BOULDER
*KENT STATE UNIVERSITY	*UNIVERSITY OF CONNECTICUT
*LOUISIANA STATE UNIVERSITY	*UNIVERSITY OF DELAWARE
*MIAMI UNIVERSITY	*UNIVERSITY OF FLORIDA
*MICHIGAN STATE UNIVERSITY	*UNIVERSITY OF GEORGIA
*MISSISSIPPI STATE UNIVERSITY	*UNIVERSITY OF HAWAII AT MANOA
*MONTANA STATE UNIVERSITY-BOZEMAN	*UNIVERSITY OF HOUSTON
*NEW MEXICO STATE UNIVERSITY	*UNIVERSITY OF IDAHO
*NORTH CAROLINA STATE UNIVERSITY	UNIVERSITY OF ILLINOIS AT CHICAGO
*NORTH DAKOTA STATE UNIVERSITY	*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
NORTHERN ARIZONA UNIVERSITY	*UNIVERSITY OF KANSAS
*NORTHERN ILLINOIS UNIVERSITY	*UNIVERSITY OF KENTUCKY
*OHIO STATE UNIVERSITY	*UNIVERSITY OF LOUISVILLE
OHIO UNIVERSITY	*UNIVERSITY OF MAINE
*OKLAHOMA STATE UNIVERSITY	
OLD DOMINION UNIVERSITY	
*OREGON STATE UNIVERSITY	
PURDUE UNIVERSITY	
*SOUTHERN ILLINOIS UNIVERSITY	
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON	

continued

* Member of National Association of State Universities & Land-Grant Colleges

TABLE I (continued)

UNIVERSITY OF MARYLAND AT BALTIMORE	*UNIVERSITY OF OKLAHOMA
*UNIVERSITY OF MARYLAND, COLLEGE PARK	*UNIVERSITY OF OREGON
*UNIVERSITY OF MASSACHUSETTS, AMHERST	*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF MEMPHIS	*UNIVERSITY OF SOUTH CAROLINA
*UNIVERSITY OF MICHIGAN	*UNIVERSITY OF SOUTH FLORIDA
*UNIVERSITY OF MINNESOTA, TWIN CITIES	UNIVERSITY OF SOUTHERN MISSISSIPPI
*UNIVERSITY OF MISSISSIPPI	*UNIVERSITY OF TENNESSEE, KNOXVILLE
*UNIVERSITY OF MISSOURI-COLUMBIA	*UNIVERSITY OF TEXAS AT AUSTIN
*UNIVERSITY OF MISSOURI-KANSAS CITY	UNIVERSITY OF TEXAS AT DALLAS
*UNIVERSITY OF NEBRASKA-LINCOLN	*UNIVERSITY OF TOLEDO
*UNIVERSITY OF NEVADA, RENO	*UNIVERSITY OF UTAH
*UNIVERSITY OF NEW HAMPSHIRE	*UNIVERSITY OF VERMONT
*UNIVERSITY OF NEW MEXICO	*UNIVERSITY OF VIRGINIA
*UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL	*UNIVERSITY OF WISCONSIN-MADISON
*UNIVERSITY OF NORTH CAROLINA AT GREENSBORO	*UNIVERSITY OF WISCONSIN-MILWAUKEE
*UNIVERSITY OF NORTH TEXAS	*UNIVERSITY OF WYOMING
UNIVERSITY OF NORTHERN COLORADO	*UTAH STATE UNIVERSITY
	*VIRGINIA COMMONWEALTH UNIVERSITY
	*VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
	*WASHINGTON STATE UNIVERSITY
	*WAYNE STATE UNIVERSITY
	*WEST VIRGINIA UNIVERSITY

* Member of National Association of State Universities & Land-Grant Colleges

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	236,000 *
2	224,564 *
3	190,000 *
4	176,390 *
5	170,000 *
6	168,504 *
7	156,564 *
8	153,912 *
9	153,000 *
10	153,000 *
11	153,000 *
12	152,300 *
13	150,000 *
14	150,000 *
15	142,800 *
16	142,145 *
17	138,213 *
18	124,699 *
19	111,990 *
20	110,000 *
21	96,699 *

AVERAGE "x" 158,932

AVERAGE R2 150,745

AVERAGE ALL 154,942

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	260,000 *
2	232,421 *
3	221,449 *
4	217,220 *
5	205,000 *
6	200,000 *
7	197,220 *
8	195,933 *
9	195,600 *
10	185,400 *
11	183,000 *
12	182,100 *
13	178,000 *
14	178,000 *

RANK	SALARY
15	175,000 *
16	175,000 *
17	175,000 *
18	173,500 *
19	170,000 *
20	169,100 *
21	169,000 *
22	167,570 *
23	166,940 *
24	166,000 *
25	165,750 *
26	165,000 *
27	161,736 *
28	161,200 *
29	160,059 *
30	158,950 *
31	157,544 *
32	156,563 *
33	156,046 *
34	156,000 *
35	155,000 *
36	153,645 *
37	153,644 *
38	153,644 *
39	153,027 *
40	151,050 *
41	151,000 *
42	150,360 *
43	150,360 *
44	150,000 *
45	149,997 *
46	147,642 *
47	147,124 *
48	145,116 *
49	143,222 *
50	139,500 *
51	138,800 *
52	137,145 *
53	136,760 *
54	135,198 *
55	135,000 *
56	135,000 *
57	134,819 *
58	131,760 *
59	131,685 *
60	130,041 *
61	129,780 *
62	129,210 *
63	128,092 *
64	127,575 *
65	126,360 *

RANK	SALARY
66	126,073 *
67	126,048 *
68	125,939 *
69	125,000 *
70	125,000 *
71	122,283 *
72	118,500 *
73	116,964 *
74	116,964 *
75	113,004 *
76	112,822 *
77	110,000 *
78	110,000 *
79	102,643 *
80	102,050 *

AVERAGE "x" 152,974

AVERAGE R1 167,337

AVERAGE R2 137,759

AVERAGE D1 143,759

AVERAGE ALL 153,402

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	(128,500)*
2	(115,318)*
3	106,789 *
4	106,000 *
5	104,889 *
6	100,560 *
7	99,782 *
8	96,956 *
9	94,800 *
10	(84,975)
11	(73,000)*
12	(67,018)*

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

(CONTINUED)

AVERAGE "X" 99,806

AVERAGE ALL 98,216

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	178,200 *
2	168,800 *
3	154,530
4	146,547 *
5	137,000 *
6	132,870 *
7	118,484 *
8	(116,724)*
9	115,500
10	115,412 *
11	115,323 *
12	109,792 *
13	99,900 *
14	(93,150)

AVERAGE "X" 130,823

AVERAGE R1 132,234

AVERAGE ALL 128,729

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	166,000 *
2	(150,000)*
3	131,649 *
4	131,000 *
5	128,500 *
6	123,750 *
7	123,091 *
8	120,750 *
9	119,200 *
10	116,349 *
11	110,000

RANK	SALARY
12	109,000 *
13	107,100 *
14	106,686 *
15	106,000 *
16	105,000 *
17	102,400 *
18	(102,201)
19	102,000
20	101,325 *
21	101,115 *
22	99,612 *
23	93,531 *
24	90,000 *
25	89,634 *
26	85,000 *
27	69,780 *

AVERAGE "X" 111,520

AVERAGE R1 116,770

AVERAGE ALL 110,766

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	120,000 *
2	108,666
3	105,152 *
4	98,779 *
5	98,280
6	97,650 *
7	96,414 *
8	94,700 *
9	93,840 *
10	93,036
11	92,000 *
12	92,000 *
13	91,491 *
14	89,595 *
15	89,260 *
16	89,000 *
17	88,860
18	88,819 *
19	88,650 *
20	88,462
21	88,400 *
22	88,266
23	88,200 *

RANK	SALARY
24	87,593
25	87,024 *
26	87,000 *
27	86,729 *
28	83,688 *
29	82,400 *
30	82,368 *
31	81,810 *
32	81,750 *
33	79,501 *
34	79,200 *
35	78,312 *
36	75,000
37	73,560 *
38	73,000 *
39	72,769 *
40	70,276
41	68,412 *
42	68,340 *
43	66,750 *
44	66,350 *
45	64,222 *
46	62,938 *
47	62,481 *
48	62,400 *
49	61,770 *
50	58,938
51	57,690 *
52	56,048 *
53	56,000 *
54	55,734 *
55	55,543 *
56	55,000
57	54,000 *
58	50,904 *
59	48,808
60	48,550
61	48,060 *
62	46,564 *
63	46,214 *
64	41,500
65	36,950

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

10

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

(CONTINUED)

AVERAGE "X" 76,870

AVERAGE R1 79,073

AVERAGE R2 75,714

AVERAGE D1 71,726

AVERAGE ALL 75,841

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
HEALTH

RANK	SALARY
1	400,000
2	343,870 *
3	300,806 *
4	265,858 *
5	250,000 *
6	215,451 *
7	208,544 *
8	208,000 *
9	192,000 *
10	180,626 *
11	171,500 *
12	147,012 *
13	144,000 *
14	134,000 *
15	81,144 *

AVERAGE "X" 203,058

AVERAGE R1 218,980

AVERAGE ALL 216,187

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	172,000 *
2	160,000 *
3	149,004 *
4	148,800

RANK	SALARY
5	137,200 *
6	125,000 *
7	123,599 *
8	117,222 *
9	117,000 *
10	116,500 *
11	(115,318) *
12	114,840 *
13	107,909 *
14	105,500 *
15	96,948
16	96,748 *
17	95,262 *
18	94,500 *
19	94,443 *
20	93,203 *
21	(93,150)
22	90,500 *
23	90,072 *
24	88,188 *
25	80,076 *

AVERAGE "X" 112,913

AVERAGE R1 120,845

AVERAGE ALL 112,919

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	124,500 *
2	124,200 *
3	122,367 *
4	115,600 *
5	113,446 *
6	113,000 *
7	107,156 *
8	106,610 *
9	105,180 *
10	103,000 *
11	102,938 *
12	100,000 *
13	99,834 *
14	99,500
15	97,691 *
16	97,279 *
17	96,400 *
18	96,300

RANK	SALARY
19	95,600 *
20	94,000 *
21	92,514
22	91,559 *
23	90,700 *
24	89,769
25	89,000 *
26	87,550 *
27	86,920
28	86,700 *
29	86,040
30	85,750 *
31	84,776
32	84,034 *
33	83,500
34	83,450 *
35	82,680
36	82,500 *
37	82,302
38	82,272 *
39	81,964 *
40	81,065 *
41	80,870 *
42	80,850 *
43	80,500 *
44	80,280 *
45	80,000 *
46	79,568 *
47	77,530 *
48	77,500 *
49	77,277 *
50	76,086 *
51	76,032 *
52	76,000 *
53	76,000 *
54	75,566 *
55	73,500 *
56	73,100 *
57	70,700 *
58	70,496 *
59	70,000 *
60	68,050 *
61	67,000
62	66,624
63	65,892 *
64	64,720 *
65	64,470
66	64,350 *
67	63,600 *
68	62,736 *
69	62,672 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES		RANK	SALARY	RANK	SALARY
		25	70,298 *	76	47,070 *
		26	70,200 *	77	47,000 *
		27	70,073	78	46,170
RANK	SALARY	28	70,000 *	79	46,010 *
(CONTINUED)		29	69,630 *	80	45,804 *
70	61,707	30	69,328	81	45,798 *
71	60,873	31	69,000 *	82	45,736 *
72	60,335 *	32	68,500 *	83	45,559 *
73	56,280 *	33	68,300	84	45,000 *
74	53,724 *	34	65,815	85	45,000 *
75	53,000 *	35	65,000 *	86	42,500 *
		36	64,855 *	87	39,240 *
AVERAGE "X"	84,546	37	64,117 *	88	36,050
		38	64,000		
AVERAGE R1	90,069	39	63,960 *	AVERAGE "X"	64,388
		40	63,000 *		
AVERAGE R2	81,788	41	63,000 *	AVERAGE R1	67,990
		42	63,000		
AVERAGE D1	78,606	43	62,475 *	AVERAGE R2	62,266
		44	62,400 *		
AVERAGE ALL	83,700	45	62,000 *	AVERAGE D1	60,576
		46	61,900 *		
ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		47	61,508 *	AVERAGE ALL	63,863
		48	61,489 *		
		49	61,457 *	ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITU- TIONAL RESEARCH	
RANK	SALARY	50	61,214 *		
1	(128,500)*	51	60,780	RANK	SALARY
2	98,750 *	52	60,511 *	1	(128,500)*
3	94,100 *	53	60,456 *	2	112,400 *
4	89,675 *	54	60,000 *	3	90,034
5	88,391 *	55	60,000 *	4	86,110 *
6	83,506 *	56	59,292 *	5	(84,975)
7	83,500 *	57	59,165 *	6	84,400 *
8	81,800 *	58	58,830 *	7	82,000 *
9	80,500 *	59	58,500 *	8	80,395 *
10	79,576 *	60	57,504 *	9	80,001 *
11	79,270 *	61	56,280 *	10	78,500 *
12	79,101 *	62	56,222 *	11	78,366 *
13	78,919 *	63	55,900	12	76,500 *
14	78,500 *	64	55,200 *	13	76,325 *
15	78,280 *	65	55,182 *	14	75,840 *
16	75,197 *	66	55,000 *	15	74,500 *
17	74,334 *	67	55,000 *	16	74,400
18	74,000 *	68	54,828 *	17	(73,000)*
19	72,500 *	69	52,530 *	18	72,800 *
20	72,100 *	70	51,678 *	19	72,777
21	71,800 *	71	51,650 *	20	72,133 *
22	71,240	72	51,500 *	21	72,100 *
23	70,776	73	49,403	22	72,000 *
24	70,606 *	74	48,167 *		
		75	48,000 *		

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

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ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
(CONTINUED)	
23	71,769 *
24	70,543 *
25	70,000 *
26	69,700 *
27	68,500 *
28	68,383 *
29	68,000 *
30	67,000 *
31	(67,018)*
32	67,000 *
33	66,768 *
34	66,459 *
35	66,144 *
36	65,760 *
37	65,348 *
38	65,261 *
39	65,252 *
40	65,000 *
41	64,125
42	63,997 *
43	63,733 *
44	63,705 *
45	63,697 *
46	63,195 *
47	62,781 *
48	62,000
49	61,524 *
50	61,261 *
51	61,000
52	60,600
53	60,421 *
54	60,000
55	60,000 *
56	59,885 *
57	59,868 *
58	57,723 *
59	57,380 *
60	57,300 *
61	56,000
62	55,962 *
63	55,650 *
64	55,330 *
65	54,380 *
66	54,366 *
67	54,000 *
68	53,452

RANK	SALARY
69	51,751 *
70	50,380
71	48,960 *
72	48,060 *
73	46,615 *
74	45,000 *
75	44,220 *
76	43,600 *
77	42,346
78	39,600

AVERAGE "x" 66,640

AVERAGE R1 72,787

AVERAGE R2 63,123

AVERAGE D1 59,044

AVERAGE ALL 65,854

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	170,000
2	156,300 *
3	127,097 *
4	112,269 *
5	108,500 *
6	108,450 *
7	108,000 *
8	105,000 *
9	104,256 *
10	103,020 *
11	102,567 *
12	102,400 *
13	101,118 *
14	100,000 *
15	100,000 *
16	99,867 *
17	98,880 *
18	98,000 *
19	96,833 *
20	96,096
21	95,604
22	95,092 *
23	95,000 *
24	94,714
25	93,982 *

RANK	SALARY
26	93,378 *
27	92,200
28	90,000 *
29	90,000
30	89,175 *
31	88,740 *
32	88,484 *
33	86,520 *
34	85,600 *
35	85,381 *
36	84,146 *
37	82,600 *
38	82,587 *
39	81,153 *
40	80,933 *
41	80,499 *
42	79,900
43	77,703 *
44	77,300 *
45	76,801 *
46	76,600 *
47	76,320 *
48	76,000
49	75,000 *
50	74,606
51	74,448 *
52	74,299
53	74,100 *
54	72,948 *
55	71,320 *
56	69,794 *
57	66,488 *
58	66,348 *
59	66,283 *
60	60,394
61	49,956 *
62	46,536
63	45,396 *

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ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

ADMINISTRATIVE OFFICERS:
LEGAL COUNSELRANK
32 SALARY
39,656 *

AVERAGE "X" 70,998

AVERAGE R1 73,336

AVERAGE D1 72,397

AVERAGE ALL 72,146

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRSRANK
1 SALARY
241,000 *

2 201,644 *

3 167,448 *

4 161,200 *

5 153,500 *

6 (150,319)*

7 150,000 *

8 147,050 *

9 145,590 *

10 (142,900)*

11 141,110 *

12 140,700 *

13 140,662 *

14 138,670 *

15 137,000 *

16 136,000 *

17 133,554 *

18 (132,385)

19 131,301

20 130,795 *

21 129,600 *

22 128,150 *

23 (123,240)*

24 122,974 *

25 122,000

26 120,000 *

27 120,000 *

28 117,000

29 117,000

30 116,816 *

31 115,000 *

32 114,923 *

33 113,255 *

34 113,000 *

35 111,708 *

36 111,600 *

RANK SALARY

37 111,391

38 111,280 *

39 111,017 *

40 (110,660)*

41 110,463 *

42 108,048 *

43 106,603 *

44 106,175 *

45 103,743 *

46 102,999 *

47 95,790

48 95,350 *

49 93,421 *

50 92,019 *

51 87,445

52 (85,000)*

53 85,000 *

AVERAGE "X" 127,137

AVERAGE R1 139,594

AVERAGE D1 118,787

AVERAGE ALL 125,198

ACADEMIC OFFICERS:
PROVOST

RANK SALARY

1 220,000 *

2 194,200 *

3 162,600 *

4 158,000 *

5 154,500

6 (150,319)*

7 147,548 *

8 147,300 *

9 147,124 *

10 (142,900)*

11 141,110 *

12 141,000 *

13 140,004 *

14 140,000 *

15 140,000

16 139,999 *

17 139,100

18 138,909 *

19 136,500 *

20 136,000

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

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ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
(CONTINUED)	
21	136,000 *
22	135,173 *
23	135,000 *
24	135,000 *
25	134,000 *
26	133,880 *
27	132,500 *
28	(132,385)
29	130,960 *
30	130,000
31	126,800 *
32	126,100 *
33	125,000 *
34	125,000
35	124,579 *
36	124,000 *
37	(123,240)*
38	121,168 *
39	120,000 *
40	119,688
41	118,576 *
42	118,065 *
43	116,016 *
44	114,984 *
45	113,850 *
46	113,463
47	112,992 *
48	(110,660)*
49	110,189 *
50	108,158 *
51	107,730
52	107,707 *
53	107,700 *
54	99,514 *
55	(85,000)*

RANK SALARY
(CONTINUED)

AVERAGE "X" 131,874

AVERAGE R1 143,339

AVERAGE R2 125,688

AVERAGE D1 127,262

AVERAGE ALL 131,494

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	140,000 *
2	122,200 *
3	120,000 *
4	115,000 *
5	114,000 *
6	113,450 *
7	113,000 *
8	112,750 *
9	112,000 *
10	110,300 *
11	110,078
12	109,224 *
13	108,285 *
14	108,200 *
15	108,000 *
16	107,900 *
17	107,200 *
18	106,771 *
19	106,488
20	105,139 *
21	105,000 *
22	103,971 *
23	103,530 *
24	103,500 *
25	102,801 *
26	102,700 *
27	102,485 *
28	100,940 *
29	99,600 *
30	99,396
31	98,614 *
32	98,000
33	97,000 *
34	96,412

RANK	SALARY
35	96,060 *
36	95,670 *
37	95,617 *
38	95,472 *
39	95,000 *
40	95,000 *
41	94,980 *
42	94,100 *
43	93,730 *
44	93,600 *
45	93,441 *
46	92,656 *
47	92,060 *
48	91,050 *
49	90,220 *
50	90,000 *
51	89,795 *
52	89,724 *
53	89,344 *
54	89,000
55	89,000 *
56	88,700
57	88,286 *
58	88,135 *
59	87,804
60	87,752
61	87,744 *
62	87,193 *
63	87,050 *
64	86,800 *
65	86,718
66	85,805 *
67	85,771 *
68	85,500 *
69	85,320 *
70	85,000
71	84,569 *
72	84,230 *
73	84,073 *
74	82,840
75	82,650 *
76	82,595 *
77	82,000 *
78	81,761 *
79	81,000 *
80	80,628 *
81	80,250 *
82	80,250 *
83	79,659 *
84	79,068 *
85	77,939

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TABLE I (CONTINUED)

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
(CONTINUED)	
86	76,491
87	73,542 *
88	72,200 *
89	72,100
90	70,908 *
91	68,000 *
92	65,000 *
93	63,280 *
94	62,022
95	57,970 *
96	52,820

AVERAGE "*" 93,814

AVERAGE R1 100,999

AVERAGE R2 87,674

AVERAGE D1 83,794

AVERAGE ALL 92,405

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	114,000 *
2	98,945 *
3	93,000 *
4	92,882 *
5	92,000 *
6	86,000 *
7	82,000 *
8	80,734 *
9	80,000
10	79,468 *
11	77,625 *
12	75,708 *
13	72,197 *
14	72,100 *
15	71,070 *
16	70,700 *
17	70,615 *
18	68,337 *
19	65,769 *

RANK	SALARY
20	65,593
21	65,541 *
22	65,377 *
23	65,000 *
24	62,292 *
25	59,568 *
26	58,676 *
27	56,319 *
28	55,030 *
29	54,647 *
30	53,750
31	51,201
32	49,819 *
33	45,732 *
34	41,412
35	38,993 *

AVERAGE "*" 71,338

AVERAGE R1 77,729

AVERAGE R2 62,562

AVERAGE ALL 69,489

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	195,358 *
2	183,000
3	(150,000)*
4	147,000 *
5	144,882 *
6	135,200 *
7	135,000 *
8	135,000 *
9	132,900 *
10	130,880 *
11	130,000 *
12	128,500 *
13	127,224 *
14	127,152 *
15	126,690 *
16	126,000 *
17	124,836 *
18	124,000 *
19	123,100 *
20	123,000 *
21	122,664 *

RANK	SALARY
22	121,470 *
23	120,000 *
24	119,820
25	(116,724)*
26	116,050 *
27	116,000 *
28	115,200 *
29	113,503
30	113,396 *
31	112,299 *
32	111,896 *
33	111,072 *
34	111,017 *
35	110,062
36	110,000
37	110,000 *
38	110,000
39	109,479 *
40	109,156 *
41	109,140 *
42	108,462 *
43	108,441
44	108,400 *
45	107,750 *
46	107,600
47	107,000 *
48	104,952 *
49	104,800 *
50	104,000 *
51	103,800 *
52	103,768 *
53	(102,201)
54	101,659 *
55	101,296
56	101,200 *
57	100,032
58	99,982 *
59	99,612 *
60	99,500 *
61	99,500 *
62	99,200 *
63	99,100 *
64	98,174 *
65	98,000 *
66	97,788 *
67	97,535 *
68	96,733 *
69	96,000
70	95,100 *
71	94,691 *
72	93,367 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
(CONTINUED)	
73	93,072 *
74	89,095
75	89,000
76	88,270 *
77	87,929 *
78	87,445
79	86,000 *
80	84,000 *
81	78,790 *
82	73,892 *
83	67,600 *

AVERAGE "*" 111,410

AVERAGE R1 119,609

AVERAGE R2 105,161

AVERAGE D1 105,182

AVERAGE ALL 110,884

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	145,500 *
2	112,951
3	110,692 *
4	109,150
5	108,600 *
6	104,100 *
7	103,764 *
8	100,000 *
9	96,900 *
10	96,607 *
11	96,366 *
12	94,400 *
13	94,396 *
14	94,380 *
15	93,982 *
16	93,840 *
17	93,700 *
18	(93,700) *
19	92,623 *

RANK	SALARY
20	90,804
21	89,735
22	88,569 *
23	87,720 *
24	87,000 *
25	86,814 *
26	86,634 *
27	85,000 *
28	85,000 *
29	84,985 *
30	84,946 *
31	84,500 *
32	84,189 *
33	83,548 *
34	82,915 *
35	82,045 *
36	81,200 *
37	81,100 *
38	80,944
39	79,300 *
40	79,001 *
41	75,450 *
42	75,411 *
43	75,400
44	75,108 *
45	75,000 *
46	74,250 *
47	74,200 *
48	74,000
49	73,899 *
50	73,092
51	72,264 *
52	71,450 *
53	70,219 *
54	69,985 *
55	68,949 *
56	68,350 *
57	68,324 *
58	68,242 *
59	68,000 *
60	68,000 *
61	67,560 *
62	67,231 *
63	65,550
64	65,505 *
65	65,465 *
66	65,000
67	64,320
68	64,206 *
69	61,719 *
70	61,260 *

RANK	SALARY
71	60,815
72	60,790 *
73	57,648 *
74	56,985 *
75	56,426
76	56,000 *
77	54,075 *
78	53,700
79	53,500
80	52,020 *
81	50,625 *

AVERAGE "*" 80,094

AVERAGE R1 88,805

AVERAGE R2 72,979

AVERAGE D1 68,673

AVERAGE ALL 79,155

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	125,000 *
2	103,740 *
3	102,153 *
4	(93,700) *
5	89,154 *
6	87,570 *
7	84,800 *
8	84,125 *
9	83,342 *
10	78,177 *
11	74,600 *
12	72,620 *
13	72,100 *
14	70,850 *
15	68,700 *
16	68,661 *
17	67,932 *
18	67,416
19	67,375 *
20	67,000 *
21	66,771 *
22	63,339 *
23	62,400
24	59,600 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
(CONTINUED)	
59	53,200 *
60	53,044 *
61	53,033 *
62	52,836
63	52,716 *
64	52,698
65	52,010 *
66	52,000 *
67	52,000 *
68	51,700
69	51,500
70	51,480
71	50,340 *
72	50,004 *
73	50,000 *
74	49,940 *
75	49,337 *
76	49,337 *
77	49,325 *
78	48,972 *
79	48,700 *
80	48,000 *
81	47,700
82	47,523 *
83	47,450 *
84	47,145 *
85	46,841 *
86	43,747
87	43,500
88	42,436
89	42,140 *
90	41,208 *
91	38,447 *
92	37,740 *

RANK	SALARY
(CONTINUED)	
AVERAGE "3"	60,344
AVERAGE R1	67,368
AVERAGE R2	54,964
AVERAGE D1	52,881
AVERAGE ALL	59,791
BUSINESS/FISCAL OFFICERS:	
INTERNAL AUDITOR	

RANK	SALARY
1	88,538
2	87,500 *
3	86,842 *
4	84,381 *
5	83,000 *
6	77,700 *
7	77,664 *
8	77,200 *
9	77,050 *
10	75,179
11	73,700 *
12	73,400
13	72,000 *
14	71,720 *
15	71,069 *
16	70,137 *
17	68,004 *
18	68,000 *
19	67,343 *
20	66,585 *
21	66,100 *
22	66,000 *
23	65,800 *
24	65,340 *
25	65,050 *
26	65,000 *
27	63,916 *
28	63,300 *
29	62,800 *
30	62,700 *
31	62,646 *
32	62,148 *
33	61,101
34	60,000 *

RANK	SALARY
35	60,000 *
36	60,000
37	59,661 *
38	59,577 *
39	59,125 *
40	58,906
41	58,788 *
42	58,000
43	57,508
44	57,504 *
45	57,500 *
46	57,235
47	56,775 *
48	56,772 *
49	56,693 *
50	56,600 *
51	54,999 *
52	54,807
53	54,768 *
54	53,921 *
55	53,560 *
56	52,470 *
57	51,972 *
58	51,206
59	51,078
60	51,000
61	49,516 *
62	48,400 *
63	48,120 *
64	47,741 *
65	47,625 *
66	47,520
67	46,767 *
68	45,503 *
69	45,208 *
70	45,150 *
71	45,000
72	44,184
73	44,000 *
74	43,269 *
75	41,820 *
76	41,725 *
77	36,720 *
78	33,990 *
79	27,388 *
80	25,852 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

(CONTINUED)

AVERAGE "X" 59,221

AVERAGE R1 66,000

AVERAGE R2 58,113

AVERAGE D1 52,063

AVERAGE ALL 59,060

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	130,000 *
2	129,000 *
3	(128,500) *
4	125,000
5	103,480 *
6	95,500 *
7	94,956 *
8	93,368 *
9	90,500 *
10	89,738 *
11	88,902 *
12	87,160
13	86,947 *
14	85,980 *
15	85,675
16	83,515 *
17	82,840 *
18	82,315 *
19	82,266 *
20	81,840 *
21	81,171
22	81,000 *
23	80,612
24	80,200 *
25	79,660 *
26	78,000 *
27	77,486 *
28	77,145 *
29	76,648 *
30	76,380 *
31	75,670 *

RANK	SALARY
32	75,000 *
33	74,905 *
34	74,268 *
35	73,476 *
36	73,250 *
37	72,500 *
38	72,100 *
39	72,062 *
40	72,000 *
41	71,800 *
42	70,850 *
43	70,190 *
44	70,000 *
45	69,819 *
46	69,588 *
47	69,585 *
48	69,000 *
49	68,830 *
50	67,846 *
51	67,704
52	67,132
53	67,128
54	67,084 *
55	66,621 *
56	65,184
57	65,177 *
58	64,162 *
59	62,324 *
60	62,220 *
61	61,800
62	58,557
63	58,250 *
64	57,600 *
65	57,509 *
66	57,465
67	56,280 *
68	56,222 *
69	56,200 *
70	56,000 *
71	54,502 *
72	53,995 *
73	53,240 *
74	52,416 *
75	51,420 *
76	49,500 *
77	49,416 *
78	48,610 *
79	48,400 *
80	48,150
81	44,050 *
82	40,919

RANK	SALARY
83	36,158 *

AVERAGE "X" 72,699

AVERAGE R1 80,959

AVERAGE R2 69,521

AVERAGE D1 61,249

AVERAGE ALL 72,409

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	78,900 *
2	70,850 *
3	68,515 *
4	66,000 *
5	65,177 *
6	65,000 *
7	62,899 *
8	62,679 *
9	62,123 *
10	60,750 *
11	60,000 *
12	59,565
13	59,305 *
14	58,987 *
15	58,408 *
16	58,013 *
17	57,709
18	57,033
19	56,851 *
20	56,800 *
21	56,700 *
22	55,045 *
23	55,010 *
24	55,000 *
25	54,617 *
26	54,204
27	53,324 *
28	52,150
29	51,550 *
30	50,250 *
31	49,600 *
32	49,374
33	48,900 *
34	48,900 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
(CONTINUED)	
35	47,000 *
36	46,200
37	46,200 *
38	46,008 *
39	45,840
40	45,629 *
41	45,603
42	45,239 *
43	45,046 *
44	45,000 *
45	44,438 *
46	43,412 *
47	42,813 *
48	42,489 *
49	41,911 *
50	41,556 *
51	41,300 *
52	41,269 *
53	41,058 *
54	40,919 *
55	40,600 *
56	40,380 *
57	40,362 *
58	39,707 *
59	38,550 *
60	37,914 *
61	37,700
62	37,303
63	36,775 *
64	36,672 *
65	36,012 *
66	35,400 *
67	34,740 *
68	34,306 *
69	33,959 *
70	33,612
71	32,749
72	31,458 *
73	30,132 *
74	30,026
75	28,021

RANK	SALARY
(CONTINUED)	
AVERAGE "X"	48,973
AVERAGE R1	53,926
AVERAGE R2	45,683
AVERAGE D1	40,424
AVERAGE ALL	48,073

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	156,300 *
2	119,601 *
3	105,000 *
4	103,700 *
5	102,732
6	102,200 *
7	93,975 *
8	91,314 *
9	90,000 *
10	89,800 *
11	88,878 *
12	86,200
13	84,893 *
14	84,630 *
15	83,564 *
16	83,347 *
17	83,208 *
18	83,000 *
19	82,711
20	82,400 *
21	82,000 *
22	82,000 *
23	81,378
24	81,370 *
25	80,884 *
26	80,200 *
27	80,184 *
28	80,000 *
29	79,229 *
30	79,000 *
31	78,710 *
32	78,667 *
33	77,500 *
34	77,391 *

RANK	SALARY
35	77,251 *
36	77,095 *
37	76,310 *
38	76,000 *
39	75,684
40	75,000 *
41	74,000 *
42	73,750 *
43	73,200 *
44	73,185 *
45	73,000 *
46	72,975 *
47	72,456
48	71,800 *
49	70,814 *
50	70,670 *
51	70,373 *
52	70,000 *
53	69,480 *
54	69,254 *
55	68,616 *
56	68,300 *
57	68,000 *
58	67,800 *
59	67,626 *
60	67,319 *
61	66,636 *
62	65,718 *
63	65,000
64	65,000 *
65	65,000 *
66	64,937 *
67	64,000
68	63,900 *
69	63,180 *
70	63,000 *
71	63,000
72	62,885 *
73	62,166 *
74	62,076
75	60,996
76	60,895 *
77	60,770
78	60,040 *
79	60,000
80	59,636 *
81	58,860 *
82	58,665 *
83	58,590 *
84	57,800
85	55,962 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
(CONTINUED)	
86	55,000 *
87	54,588 *
88	52,000 *
89	49,609 *
90	49,200 *
91	49,089 *
92	46,500 *
93	46,000
94	43,260

AVERAGE "X" 74,305

AVERAGE R1 82,144

AVERAGE R2 69,135

AVERAGE D1 66,077

AVERAGE ALL 73,190

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	156,038 *
2	148,369
3	135,732 *
4	130,000 *
5	125,000 *
6	124,240 *
7	123,500 *
8	122,000 *
9	120,000 *
10	119,500 *
11	119,000 *
12	117,000 *
13	116,000 *
14	115,611 *
15	115,500
16	115,000 *
17	115,000 *
18	115,000 *
19	115,000 *
20	114,483 *
21	111,239 *

RANK	SALARY
22	110,340
23	110,220 *
24	109,620 *
25	109,428 *
26	108,929 *
27	107,640
28	107,399
29	106,500
30	106,158 *
31	105,999 *
32	104,790
33	103,600 *
34	103,440 *
35	103,428 *
36	103,420 *
37	103,020 *
38	103,000 *
39	102,918 *
40	102,400 *
41	101,718 *
42	101,355 *
43	101,000 *
44	100,743 *
45	100,464 *
46	100,000 *
47	99,528 *
48	99,273 *
49	99,086 *
50	97,780 *
51	97,470
52	97,310 *
53	96,826 *
54	96,324
55	96,300 *
56	96,264 *
57	96,125 *
58	95,200 *
59	95,000 *
60	95,000 *
61	95,000 *
62	94,474 *
63	94,200
64	93,627 *
65	93,552 *
66	92,000
67	92,000 *
68	90,300
69	90,041
70	89,542 *
71	89,500 *
72	88,894 *

RANK	SALARY
73	88,850 *
74	88,750 *
75	88,000
76	87,900 *
77	87,500 *
78	87,445 *
79	87,200 *
80	86,510 *
81	85,837 *
82	85,476 *
83	84,700 *
84	83,430 *
85	82,750
86	81,742
87	81,000 *
88	80,890 *
89	80,232 *
90	80,000 *
91	78,689 *
92	78,000 *
93	78,000 *
94	71,500
95	63,030 *

AVERAGE "X" 100,820

AVERAGE R1 107,213

AVERAGE R2 99,734

AVERAGE D1 95,023

AVERAGE ALL 100,514

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	115,500 *
2	100,000 *
3	88,080 *
4	87,000 *
5	84,842 *
6	81,855 *
7	81,761 *
8	80,196
9	80,000 *
10	79,240
11	78,400 *
12	78,300 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRSRANK SALARY
(CONTINUED)

13 77,669 *
14 77,555 *
15 77,341 *
16 77,250 *
17 76,111 *
18 75,900
19 75,500 *
20 75,100 *
21 74,133 *
22 73,529 *
23 73,365 *
24 73,008 *
25 73,000 *
26 72,799 *
27 72,760
28 72,100 *
29 71,800 *
30 70,000 *
31 69,722
32 69,660 *
33 69,649 *
34 67,908 *
35 67,320 *
36 67,064 *
37 66,950 *
38 65,000 *
39 64,378 *
40 63,464 *
41 62,004 *
42 62,000 *
43 61,500
44 60,900 *
45 60,700
46 60,000 *
47 59,000
48 58,819 *
49 58,796 *
50 57,169
51 56,702
52 56,237 *
53 55,210 *
54 53,098 *
55 52,524 *
56 49,692 *
57 49,625 *
58 48,495 *

RANK SALARY
59 48,150 *
60 47,400 *
61 36,580 *

AVERAGE "X" 69,155

AVERAGE R1 74,126

AVERAGE R2 64,209

AVERAGE D1 63,203

AVERAGE ALL 68,849

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK SALARY
1 102,335 *
2 102,313 *
3 99,349 *
4 98,400 *
5 92,171 *
6 84,561 *
7 81,600
8 78,540 *
9 77,634 *
10 76,248 *
11 74,004 *
12 68,500
13 68,219 *
14 65,362 *
15 63,640 *
16 61,176 *
17 58,950 *
18 58,290 *
19 57,800
20 56,039 *
21 55,833 *
22 55,030 *
23 52,290 *
24 51,713 *
25 51,000
26 50,165
27 50,000 *
28 47,010 *
29 46,900 *
30 45,996
31 45,955 *
32 45,320 *

RANK SALARY
33 45,320 *
34 44,620 *
35 44,348 *
36 44,282
37 43,670 *
38 43,641 *
39 41,537 *
40 41,048 *
41 40,008 *
42 40,000 *
43 40,000 *
44 36,500 *
45 36,000
46 28,841 *

AVERAGE "X" 59,390

AVERAGE R1 64,354

AVERAGE ALL 58,525

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK SALARY
1 112,000 *
2 93,802 *
3 91,800 *
4 91,600 *
5 90,565 *
6 90,500 *
7 87,450 *
8 84,850 *
9 82,992 *
10 82,448 *
11 82,417 *
12 82,000 *
13 81,284 *
14 80,766 *
15 79,692
16 78,110
17 78,100 *
18 77,407 *
19 77,070 *
20 77,062
21 76,700 *
22 75,544 *
23 75,000 *
24 74,873 *
25 74,378 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONSRANK SALARY
(CONTINUED)

26	74,015 *
27	73,921
28	73,000 *
29	70,572 *
30	70,200 *
31	68,500 *
32	68,000 *
33	67,500 *
34	67,000 *
35	66,760 *
36	66,524 *
37	66,144 *
38	65,837 *
39	65,424 *
40	64,997 *
41	64,478 *
42	63,636
43	63,629 *
44	63,035 *
45	63,025
46	62,831 *
47	62,588 *
48	62,000
49	61,800 *
50	60,471
51	60,264 *
52	60,000 *
53	60,000
54	58,676 *
55	58,371 *
56	58,000 *
57	57,000
58	56,975
59	56,496
60	55,900 *
61	55,692 *
62	55,525 *
63	55,000 *
64	54,086
65	53,980
66	53,900 *
67	53,515 *
68	53,000 *
69	52,910
70	52,536 *
71	(52,500)*

RANK	SALARY
72	52,370 *
73	51,880 *
74	51,804 *
75	49,000 *
76	48,634 *
77	48,162 *
78	47,996 *
79	47,860 *
80	46,575 *
81	45,950 *
82	45,500 *
83	45,000 *
84	42,748 *
85	42,346
86	41,797 *
87	37,736 *
88	37,573

AVERAGE "X" 65,666

AVERAGE R1 69,569

AVERAGE R2 62,276

AVERAGE D1 58,999

AVERAGE ALL 64,677

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	95,500 *
2	94,560 *
3	94,000 *
4	81,856 *
5	80,800 *
6	80,322 *
7	80,300 *
8	79,135
9	79,000 *
10	78,660 *
11	77,787 *
12	77,000 *
13	76,500 *
14	75,001 *
15	74,898 *
16	74,438 *
17	74,263 *
18	74,100 *

RANK	SALARY
19	73,980 *
20	73,056
21	71,925 *
22	71,413 *
23	71,000 *
24	70,708
25	70,303 *
26	70,200 *
27	70,000
28	69,000 *
29	68,606 *
30	67,434 *
31	67,296 *
32	67,273 *
33	67,008 *
34	67,000
35	66,868
36	66,700 *
37	66,700 *
38	66,453 *
39	66,340 *
40	65,400 *
41	65,166 *
42	65,000 *
43	65,000 *
44	64,425 *
45	64,200 *
46	63,861 *
47	63,774 *
48	63,649 *
49	63,546
50	62,595
51	62,372 *
52	61,800 *
53	61,000 *
54	60,000 *
55	59,180 *
56	58,600 *
57	58,403
58	58,400 *
59	58,360 *
60	58,193
61	58,104 *
62	58,000 *
63	58,000
64	56,844
65	56,430
66	56,430
67	54,705 *
68	54,567 *
69	54,450 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY	RANK	SALARY
70	53,990 *	57	57,647 *
71	53,980	58	57,443
72	(52,500)*	59	57,000 *
73	52,492	60	56,869 *
74	52,240 *	61	56,292 *
75	52,213 *	62	56,000 *
76	52,068 *	63	55,629
77	51,900 *	64	55,525 *
78	51,500 *	65	55,439
79	51,296	66	54,370 *
80	51,016 *	67	53,883 *
81	51,000 *	68	53,580 *
82	50,000 *	69	53,460 *
83	49,900 *	70	53,382
84	49,464 *	71	53,004 *
85	47,600 *	72	52,614
86	47,416 *	73	52,362 *
87	47,100 *	74	52,328 *
88	44,000 *	75	52,000 *
89	43,894 *	76	51,768 *
90	43,500 *	77	51,500 *
91	42,984 *	78	51,500 *
92	42,979 *	79	51,396 *
93	40,755 *	80	51,191 *
94	34,900 *	81	50,749 *
AVERAGE "X"	63,163	82	50,016 *
AVERAGE R1	65,775	83	50,000 *
AVERAGE R2	60,989	84	49,625 *
AVERAGE D1	60,501	85	49,448 *
AVERAGE ALL	62,963	86	47,976 *
STUDENT AFFAIRS OFFICERS:		87	47,221 *
DIRECTOR OF FINANCIAL		88	46,929 *
AID		89	45,560 *
RANK	SALARY	90	45,500 *
1	89,900 *	91	44,405
2	82,650 *	92	43,800 *
3	81,580 *	93	39,227
4	81,000 *		
5	80,000 *		

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

(CONTINUED)

AVERAGE "X" 61,507

AVERAGE R1 64,622

AVERAGE R2 58,991

AVERAGE D1 58,221

AVERAGE ALL 60,937

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	104,900 *
2	102,855 *
3	99,516 *
4	98,364 *
5	93,612 *
6	88,300 *
7	85,333 *
8	84,800 *
9	83,930 *
10	79,550 *
11	79,000 *
12	78,700 *
13	78,500 *
14	77,500 *
15	77,046 *
16	77,000 *
17	76,500 *
18	75,000 *
19	74,988
20	74,000 *
21	72,088 *
22	72,054 *
23	72,000 *
24	71,784 *
25	71,020 *
26	69,588 *
27	69,279 *
28	68,390 *
29	67,900 *
30	67,479 *
31	67,050 *

RANK	SALARY
32	66,340 *
33	66,303 *
34	65,500 *
35	65,477
36	65,311
37	64,046 *
38	63,502 *
39	63,501
40	62,990 *
41	62,983 *
42	62,730
43	62,640 *
44	62,458
45	61,797 *
46	61,480 *
47	61,301 *
48	60,401 *
49	60,264 *
50	60,000 *
51	60,000 *
52	59,634 *
53	59,010 *
54	58,897 *
55	58,370 *
56	58,008 *
57	58,000 *
58	58,000 *
59	58,000 *
60	57,120 *
61	57,048 *
62	56,788 *
63	56,520
64	56,430
65	55,650
66	55,161 *
67	54,776 *
68	54,500 *
69	54,126 *
70	54,064 *
71	53,820 *
72	53,400
73	52,667 *
74	52,096 *
75	52,000 *
76	51,828 *
77	51,058 *
78	50,720 *
79	50,000
80	49,416 *
81	47,628 *
82	47,604

RANK	SALARY
83	47,401 *
84	47,112 *
85	46,000 *
86	43,396
87	40,755 *
88	39,000
89	38,004 *
90	36,191 *
91	33,680 *

AVERAGE "X" 64,733

AVERAGE R1 71,483

AVERAGE R2 57,832

AVERAGE D1 55,521

AVERAGE ALL 63,527

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	148,000 *
2	144,192 *
3	143,222 *
4	125,000 *
5	123,964 *
6	123,700 *
7	121,132 *
8	119,700 *
9	118,396 *
10	113,000 *
11	112,970 *
12	111,077 *
13	110,366 *
14	110,235 *
15	107,949 *
16	107,700 *
17	104,485 *
18	102,133 *
19	100,045 *
20	99,303 *
21	99,060 *
22	96,272 *
23	93,827 *
24	92,300 *
25	91,920
26	91,800 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTERRANK SALARY
(CONTINUED)

27 91,738 *
28 91,217 *
29 89,800
30 89,610 *
31 89,414
32 88,994 *
33 88,475 *
34 87,817 *
35 87,312 *
36 86,508 *
37 86,268 *
38 85,783 *
39 85,104 *
40 84,400
41 84,039 *
42 83,574 *
43 83,412 *
44 83,400 *
45 81,000 *
46 80,442 *
47 80,024 *
48 79,992 *
49 79,824 *
50 79,549
51 78,500 *
52 77,570
53 77,040 *
54 76,500 *
55 74,970
56 72,954 *
57 72,800 *
58 71,500 *
59 71,352 *
60 70,008
61 70,000 *
62 68,079 *
63 67,000 *
64 64,572
65 63,723
66 63,440 *
67 62,000 *
68 61,428
69 60,528 *
70 59,450 *
71 58,710 *
72 57,000 *

RANK SALARY
73 56,214 *
74 54,627 *
75 50,881
76 49,000
77 48,000 *
78 45,750
79 45,667 *
80 44,936 *
81 44,558 *
82 44,129 *
83 41,475

AVERAGE "X" 87,490

AVERAGE R1 93,340

AVERAGE R2 81,152

AVERAGE D1 71,711

AVERAGE ALL 84,142

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK SALARY
1 83,298 *
2 79,421
3 77,793 *
4 77,300 *
5 77,000 *
6 74,556 *
7 72,492
8 72,223 *
9 71,006 *
10 68,890 *
11 68,501 *
12 68,000 *
13 67,325 *
14 67,000 *
15 66,267 *
16 65,004
17 64,150 *
18 64,022 *
19 63,190 *
20 62,970 *
21 62,900 *
22 61,710 *
23 60,225 *
24 60,000 *

RANK SALARY
25 59,673 *
26 59,328 *
27 58,632 *
28 58,390
29 58,330 *
30 58,322 *
31 57,780
32 57,329 *
33 57,250 *
34 57,100 *
35 56,849 *
36 56,812
37 56,784 *
38 56,780 *
39 56,650 *
40 56,096 *
41 55,900 *
42 55,404 *
43 55,395 *
44 55,129 *
45 54,216 *
46 54,015
47 53,600
48 53,346 *
49 52,732 *
50 51,605 *
51 51,240 *
52 50,597
53 50,470 *
54 50,287 *
55 50,222
56 49,280
57 49,140 *
58 48,900 *
59 48,853 *
60 48,500 *
61 48,300 *
62 48,175 *
63 48,162 *
64 47,973 *
65 47,740 *
66 47,709
67 47,660 *
68 47,148 *
69 46,510 *
70 45,432 *
71 44,860 *
72 44,300 *
73 43,862 *
74 43,745 *
75 43,500 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
(CONTINUED)	
76	43,311 *
77	41,774 *
78	41,100 *
79	40,598
80	39,804 *
81	38,412 *
82	38,151
83	38,000 *
84	37,220 *
85	36,082
86	35,655
87	34,930
88	34,510 *

AVERAGE "X" 55,353

AVERAGE R1 60,803

AVERAGE R2 50,999

AVERAGE D1 50,563

AVERAGE ALL 54,668

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	(116,724)*
2	114,000 *
3	106,901 *
4	105,000 *
5	101,263 *
6	99,751 *
7	96,600 *
8	96,122 *
9	96,000 *
10	94,973 *
11	94,914 *
12	94,200 *
13	92,600 *
14	88,795 *
15	88,661 *
16	85,600 *
17	84,667 *

RANK	SALARY
18	(84,250)*
19	82,160
20	82,000 *
21	81,000 *

AVERAGE "X" 95,201

AVERAGE R1 100,796

AVERAGE ALL 94,580

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	118,300 *
2	116,000 *
3	99,700 *
4	94,059 *
5	93,464 *
6	(89,393)
7	87,456
8	86,400
9	84,975 *
10	84,700 *
11	(84,250)*
12	79,200 *
13	78,962 *
14	78,681 *
15	78,600
16	77,605 *
17	77,251 *
18	76,145 *
19	75,700
20	75,235
21	74,000 *
22	72,930 *
23	72,846 *
24	(71,828)*
25	71,755
26	70,550 *
27	70,307 *
28	70,137 *
29	70,000 *
30	69,500 *
31	69,160 *
32	68,437 *
33	67,218 *
34	66,398 *
35	66,216 *

RANK	SALARY
36	65,200 *
37	63,840 *
38	63,693
39	62,000
40	60,800 *
41	60,770
42	60,240 *
43	60,000 *
44	60,000 *
45	59,148 *
46	58,088 *
47	58,000 *
48	57,300 *
49	57,115 *
50	55,000
51	53,078 *
52	52,578 *
53	49,000 *
54	46,350 *
55	44,796 *
56	44,611 *
57	41,811
58	41,785 *
59	34,812 *

AVERAGE "X" 69,140

AVERAGE R1 76,261

AVERAGE R2 63,895

AVERAGE D1 63,489

AVERAGE ALL 69,447

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	122,000 *
2	110,000 *
3	103,200 *
4	102,800
5	102,688 *
6	101,890 *
7	98,500 *
8	97,237 *
9	96,000 *
10	91,761 *
11	90,900 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

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OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
(CONTINUED)	
12	90,341 *
13	89,500 *
14	(89,393)
15	89,367 *
16	87,975 *
17	87,955 *
18	87,000 *
19	85,787 *
20	85,679 *
21	83,902 *
22	82,000 *
23	81,382 *
24	81,370 *
25	81,277 *
26	81,048 *
27	80,621 *
28	80,141 *
29	79,929 *
30	79,740 *
31	79,335 *
32	78,500 *
33	78,326 *
34	78,192
35	78,000 *
36	77,870 *
37	77,828 *
38	77,490 *
39	77,010 *
40	77,000 *
41	77,000 *
42	76,400
43	74,648 *
44	74,592 *
45	74,544 *
46	73,982 *
47	73,704 *
48	73,263
49	73,200
50	73,130 *
51	72,500 *
52	72,316 *
53	72,195 *
54	72,120 *
55	(71,828) *
56	70,778 *
57	70,347 *

RANK	SALARY
58	70,011 *
59	70,000 *
60	69,731 *
61	68,500 *
62	68,450
63	68,300 *
64	68,000
65	67,935 *
66	67,679 *
67	66,003 *
68	65,841 *
69	65,280 *
70	64,724 *
71	64,500 *
72	64,450
73	64,150 *
74	63,800
75	63,350 *
76	63,176 *
77	63,132 *
78	63,009 *
79	63,000 *
80	62,500 *
81	62,000
82	60,725 *
83	59,016 *
84	56,608 *
85	55,686
86	50,481 *
87	47,441
88	42,783
89	40,919
AVERAGE "X"	77,427
AVERAGE R1	83,660
AVERAGE R2	71,612
AVERAGE D1	66,871
AVERAGE ALL	75,715
OPERATIONS OFFICERS:	
DIRECTOR OF PUBLIC	
SAFETY (CAMPUS POLICE)	
RANK	SALARY
1	90,380 *
2	89,140
3	86,006 *

RANK	SALARY
4	85,513 *
5	84,798 *
6	82,762
7	80,000 *
8	79,786 *
9	79,619 *
10	78,700 *
11	78,322 *
12	78,203 *
13	78,000 *
14	77,300 *
15	76,200 *
16	75,745 *
17	75,104
18	74,984 *
19	73,616
20	73,277 *
21	73,200 *
22	71,955 *
23	71,625 *
24	71,500 *
25	71,000 *
26	70,281 *
27	70,200
28	69,174 *
29	67,150 *
30	67,078 *
31	66,760 *
32	66,500 *
33	66,421 *
34	66,300 *
35	65,000 *
36	64,730 *
37	64,711 *
38	64,630 *
39	64,561 *
40	63,516 *
41	63,338 *
42	62,733 *
43	62,400 *
44	61,850 *
45	61,262
46	60,989 *
47	60,904 *
48	60,559 *
49	59,913 *
50	59,793 *
51	59,500 *
52	59,300 *
53	58,939 *
54	58,000 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
(CONTINUED)	
55	58,000 *
56	57,996 *
57	57,882 *
58	57,332 *
59	57,311 *
60	55,892 *
61	55,596 *
62	55,330 *
63	55,150 *
64	55,000
65	54,557 *
66	54,174 *
67	53,645
68	53,640
69	53,570 *
70	53,562 *
71	53,052 *
72	53,000
73	52,890 *
74	51,990 *
75	51,968 *
76	51,756 *
77	51,552 *
78	51,000 *
79	50,495 *
80	50,400 *
81	49,212 *
82	49,000 *
83	47,753 *
84	47,044 *
85	46,788 *
86	46,700
87	46,224 *
88	46,000 *
89	45,740
90	44,610 *
91	42,804
92	42,579
93	42,480
94	39,041 *
95	38,554 *
96	37,620 *
97	30,008 *

RANK	SALARY
(CONTINUED)	
AVERAGE "R1"	61,762

AVERAGE R1	66,257
------------	--------

AVERAGE R2	58,533
------------	--------

AVERAGE D1	57,760
------------	--------

AVERAGE ALL	61,362
-------------	--------

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	140,081 *
2	140,000 *
3	127,800 *
4	(127,070)*
5	125,504 *
6	124,500 *
7	117,500 *
8	115,343 *
9	114,800 *
10	114,000 *
11	112,400 *
12	112,320 *
13	111,660 *
14	111,570 *
15	109,560
16	109,086
17	108,896
18	108,200 *
19	108,150 *
20	107,500 *
21	106,037 *
22	104,624 *
23	104,583 *
24	104,000 *
25	103,692 *
26	103,500
27	103,052 *
28	102,201 *
29	101,108 *
30	101,000 *
31	100,956
32	100,835 *
33	99,864 *
34	97,535 *

RANK	SALARY
35	97,470
36	97,000 *
37	95,500 *
38	95,000 *
39	95,000 *
40	94,800
41	93,439
42	89,095
43	88,824 *
44	88,200 *
45	(86,417)*
46	86,280 *
47	86,231
48	84,501 *
49	82,250
50	81,084 *

AVERAGE "R1"	106,275
--------------	---------

AVERAGE R1	111,297
------------	---------

AVERAGE R2	104,380
------------	---------

AVERAGE D1	97,759
------------	--------

AVERAGE ALL	104,400
-------------	---------

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	132,500 *
2	115,850
3	113,900
4	111,900 *
5	110,743 *
6	110,124 *
7	110,000 *
8	109,250 *
9	101,732 *
10	98,800 *
11	95,500 *
12	95,350 *
13	93,700 *
14	92,689 *
15	92,616 *
16	92,075 *
17	84,000 *
18	80,000 *
19	78,778 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATIONRANK SALARY
(CONTINUED)

20 78,334 *

21 72,000 *

22 66,597

23 63,414 *

24 60,925 *

25 56,635 *

AVERAGE "x" 91,867

AVERAGE R1 94,367

AVERAGE ALL 92,696

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK SALARY

1 146,300 *

2 116,000 *

3 98,977

4 98,500 *

5 97,152

6 (95,943)*

7 93,504 *

8 92,704 *

9 86,750 *

10 86,000 *

11 84,207 *

12 84,048 *

13 84,000 *

14 79,310 *

15 78,800 *

16 78,750 *

17 78,716 *

18 78,000 *

19 77,540 *

20 75,964 *

21 75,104

22 75,000 *

23 74,141 *

24 73,550 *

25 72,832 *

26 71,861 *

27 71,565 *

28 71,448 *

RANK

SALARY

29 69,603 *

30 69,600 *

31 69,360 *

32 69,250 *

33 69,136 *

34 68,856 *

35 68,640 *

36 68,000 *

37 67,661 *

38 67,583 *

39 67,268 *

40 67,161 *

41 64,000 *

42 63,500

43 63,000 *

44 62,458

45 60,265 *

46 60,000 *

47 58,655 *

48 58,490

49 57,721 *

50 56,925 *

51 56,844 *

52 56,715 *

53 56,353 *

54 56,000 *

55 55,899 *

56 55,152 *

57 55,001

58 53,472

59 53,200 *

60 52,900 *

61 52,500 *

62 51,975 *

63 50,876 *

64 50,218 *

65 48,362 *

66 48,127 *

67 48,104 *

68 46,570 *

69 46,414

70 45,000 *

71 45,000

72 44,976

73 43,470 *

74 42,955 *

75 40,476 *

RANK

SALARY
(CONTINUED)

AVERAGE "x" 68,435

AVERAGE R1 74,568

AVERAGE R2 64,641

AVERAGE D1 64,422

AVERAGE ALL 67,738

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

RANK SALARY

1 120,000 *

2 112,000 *

3 101,000 *

4 100,000 *

5 99,814 *

6 90,930 *

7 87,000 *

8 86,748

9 69,489 *

10 67,828 *

AVERAGE "x" 94,229

AVERAGE ALL 93,481

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK SALARY

1 135,000

2 107,100 *

3 101,800 *

4 100,682 *

5 (95,943)*

6 94,800 *

7 94,110

8 89,300 *

9 89,000 *

10 88,800 *

11 88,152 *

12 87,550 *

13 87,000 *

14 86,900

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
(CONTINUED)	
15	86,521 *
16	86,268 *
17	82,635 *
18	76,200 *
19	75,968 *
20	75,750 *
21	75,252 *
22	75,000 *
23	74,736 *
24	74,628 *
25	74,190 *
26	73,813 *
27	73,300 *
28	71,700 *
29	70,700 *
30	69,105 *
31	69,007 *
32	67,000 *
33	65,300 *
34	64,800 *
35	58,680 *
36	57,479 *
37	56,430 *
38	55,600 *
39	54,316 *
40	52,275 *
41	50,004 *
42	50,000 *
43	47,516 *
44	45,474 *
45	44,280 *

AVERAGE "X" 74,003

AVERAGE R1 80,776

AVERAGE R2 69,687

AVERAGE ALL 75,557

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	180,400 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

RANK	SALARY
2	164,800
3	155,000 *
4	138,000 *
5	137,200 *
6	135,732 *
7	134,900 *
8	129,200 *
9	128,104 *
10	122,500 *
11	115,000 *
12	114,483 *
13	112,750 *
14	111,092 *
15	107,304 *
16	105,000 *
17	105,000 *
18	103,425 *
19	102,000 *
20	98,800 *
21	97,500 *
22	95,850 *
23	92,000 *
24	92,000 *
25	91,500 *
26	90,279 *
27	89,037 *
28	88,434 *
29	88,358 *
30	87,822 *
31	(86,417) *
32	77,717 *
33	77,576 *
34	77,250 *

AVERAGE "X" 110,099

AVERAGE R1 118,448

AVERAGE ALL 109,777

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	123,500 *
2	113,400 *
3	100,000 *
4	100,000 *
5	99,750 *
6	97,869 *

RANK	SALARY
7	96,011 *
8	96,000 *
9	(95,500) *
10	94,348 *
11	91,800 *
12	90,288 *
13	84,999 *
14	83,779 *
15	83,316 *
16	83,197 *
17	79,413 *
18	78,400 *
19	78,226 *
20	78,000 *
21	75,756 *
22	75,398 *
23	74,429 *
24	74,348 *
25	73,543 *
26	71,500 *
27	71,000 *
28	69,611 *
29	69,445 *
30	68,500 *
31	68,326 *
32	67,619 *
33	65,500 *
34	65,004 *
35	64,611 *
36	59,000 *
37	56,580 *
38	55,884 *
39	55,000 *
40	54,000 *
41	53,589 *
42	53,500 *
43	51,192 *
44	51,000 *
45	45,905 *
46	45,000 *
47	44,579 *

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PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

(CONTINUED)

AVERAGE *** 75,672

AVERAGE R1 87,113

AVERAGE R2 68,628

AVERAGE D1 67,895

AVERAGE ALL 75,056

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	115,450 *
2	115,000 *
3	102,600 *
4	(95,500) *
5	88,053 *
6	86,367 *
7	83,500 *
8	80,345 *
9	80,000
10	78,396 *
11	78,270 *
12	78,000 *
13	76,529 *
14	76,525 *
15	76,500 *
16	76,500 *
17	75,712 *
18	75,128 *
19	75,000
20	74,202 *
21	72,975
22	72,696 *
23	71,470
24	71,110 *
25	70,474 *
26	69,881 *
27	69,411 *
28	68,682 *
29	67,068 *
30	67,000 *
31	66,825

RANK	SALARY
32	66,821 *
33	66,820 *
34	66,693
35	65,304 *
36	65,179
37	65,004
38	64,700 *
39	62,418 *
40	60,844 *
41	59,435 *
42	59,124 *
43	59,048 *
44	58,066 *
45	57,312
46	57,070 *
47	56,650 *
48	56,650 *
49	56,236 *
50	56,085 *
51	55,714 *
52	55,647 *
53	55,600 *
54	54,984 *
55	54,600
56	54,000 *
57	53,544 *
58	51,500 *
59	50,392 *
60	49,920 *
61	48,909 *
62	46,700 *
63	45,511 *
64	45,348 *
65	45,030 *
66	45,000 *
67	44,955
68	42,927 *
69	41,772
70	41,200
71	41,090 *
72	40,920
73	40,128 *
74	38,315
75	34,844
76	31,000 *

RANK SALARY
(CONTINUED)

AVERAGE *** 65,119

AVERAGE R1 71,240

AVERAGE R2 60,945

AVERAGE D1 55,969

AVERAGE ALL 63,476

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	131,183 *
2	118,000 *
3	115,000 *
4	110,736 *
5	109,500 *
6	108,284 *
7	105,804 *
8	104,000 *
9	101,000 *
10	98,634
11	98,500 *
12	97,563 *
13	97,545 *
14	95,830 *
15	93,100 *
16	90,000 *
17	87,500 *
18	85,610 *
19	85,357 *
20	83,200 *
21	68,551 *
22	64,260 *
23	52,709
24	52,600 *
25	49,360 *
26	43,000 *
27	38,456 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE I (CONTINUED)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

(CONTINUED)

AVERAGE *** 89,358

AVERAGE R1 100,113

AVERAGE ALL 88,344

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	228,500 *
2	155,100 *
3	140,000 *
4	135,780 *
5	132,676 *
6	132,057 *
7	127,081
8	(127,070)*
9	126,700 *
10	126,000 *
11	124,800 *
12	123,200 *
13	121,510 *
14	120,905 *
15	(120,828)
16	119,600 *
17	118,900 *
18	118,450 *
19	117,391 *
20	116,088 *
21	113,300 *
22	112,500
23	112,415 *
24	112,000 *
25	111,419 *
26	110,725 *
27	109,200 *
28	109,170 *
29	108,640
30	105,497 *
31	105,000 *
32	104,724 *
33	102,244 *
34	101,920 *
35	100,321 *

RANK	SALARY
36	99,612 *
37	98,580 *
38	95,400 *
39	92,520 *
40	87,931 *
41	85,000 *

AVERAGE *** 117,343

AVERAGE R1 124,322

AVERAGE R2 107,801

AVERAGE ALL 117,335

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	168,000 *
2	147,680 *
3	138,996 *
4	136,000 *
5	130,000 *
6	130,000 *
7	(120,828)
8	119,500 *
9	(119,104)*
10	(119,101)*
11	116,260
12	116,127 *
13	(116,000)*
14	115,860 *
15	112,415 *
16	110,000 *
17	110,000 *
18	108,500 *
19	107,160
20	(107,010)*
21	106,469 *
22	(100,400)*
23	99,500 *
24	98,857 *
25	98,500 *
26	(98,462)*
27	98,000 *
28	95,115 *
29	95,000 *
30	94,942 *
31	89,652

RANK	SALARY
32	(89,426)*
33	87,250
34	86,051
35	84,572
36	83,188 *

AVERAGE *** 112,488

AVERAGE R1 125,830

AVERAGE R2 101,485

AVERAGE ALL 109,831

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	128,485 *
2	118,500 *
3	111,594 *
4	96,204 *
5	90,226 *
6	89,707 *
7	87,800
8	87,660 *
9	87,430 *
10	87,017 *
11	86,665 *
12	86,304 *
13	84,538 *
14	80,765
15	80,100 *
16	79,975 *
17	78,400 *
18	78,318 *
19	77,699 *
20	77,012 *
21	76,872 *
22	76,150 *
23	75,000 *
24	74,735 *
25	74,208
26	74,200
27	73,442
28	72,805 *
29	72,800 *
30	72,122 *
31	71,483 *
32	70,968 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
(CONTINUED)	
33	70,779 *
34	70,137 *
35	70,019 *
36	69,410 *
37	69,331 *
38	67,000 *
39	67,000 *
40	67,000 *
41	66,407
42	66,120 *
43	65,976 *
44	65,000 *
45	64,815 *
46	62,892
47	62,769 *
48	62,559 *
49	61,728 *
50	60,000 *
51	60,000 *
52	59,885 *
53	59,879 *
54	59,824 *
55	59,120
56	58,820 *
57	57,500 *
58	57,500 *
59	56,941 *
60	56,832 *
61	56,280 *
62	55,976
63	55,512 *
64	55,458
65	55,021 *
66	54,000 *
67	53,597 *
68	53,575 *
69	53,457 *
70	53,201 *
71	50,062 *
72	49,144 *
73	44,985 *
74	43,500
75	42,432 *

RANK SALARY
(CONTINUED)

AVERAGE ***	70,263
AVERAGE R1	75,905
AVERAGE R2	60,591
AVERAGE D1	67,452
AVERAGE ALL	69,742

DEANS:
AGRICULTURE

RANK	SALARY
1	175,100 *
2	147,250 *
3	144,850 *
4	135,000 *
5	133,377 *
6	133,032 *
7	132,500 *
8	129,457 *
9	128,750 *
10	128,500 *
11	126,700 *
12	126,000 *
13	125,000 *
14	123,500 *
15	121,000 *
16	120,400 *
17	119,470 *
18	116,000 *
19	115,209
20	115,000 *
21	115,000 *
22	113,850 *
23	111,526 *
24	111,180 *
25	110,400 *
26	110,166 *
27	108,310 *
28	106,766 *
29	105,780 *
30	(105,060)*
31	100,433 *
32	100,000 *
33	99,556 *
34	96,108 *

RANK	SALARY
35	96,000 *
36	95,900 *
37	95,004 *
38	95,000 *
39	90,950 *
40	90,000 *
41	84,245 *
42	83,760 *
43	60,230 *

AVERAGE ***	113,479
AVERAGE R1	121,613
AVERAGE R2	106,124
AVERAGE ALL	113,519

DEANS:
ARCHITECTURE

RANK	SALARY
1	143,000 *
2	130,500 *
3	123,000 *
4	122,300 *
5	121,900 *
6	120,500 *
7	116,874 *
8	116,472 *
9	115,056 *
10	113,800 *
11	111,826 *
12	111,000 *
13	110,000 *
14	109,500 *
15	109,000 *
16	108,500 *
17	107,628 *
18	105,946 *
19	105,000 *
20	105,000 *
21	102,794 *
22	102,000 *
23	101,304 *
24	101,150 *
25	100,500 *
26	100,000 *
27	96,771 *
28	96,078

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

DEANS:		RANK	SALARY	RANK	SALARY
ARCHITECTURE		6	137,455 *	57	90,118 *
		7	137,000 *	58	89,878
		8	131,334 *	59	86,520
RANK	SALARY	9	130,000 *	60	82,555 *
(CONTINUED)		10	126,000	61	81,495
29	95,850	11	125,000 *	62	79,190
30	95,790 *	12	123,800 *	63	74,760 *
31	93,628 *	13	123,000 *	64	66,685 *
32	91,970 *	14	121,970 *		
33	91,443 *	15	121,739 *	AVERAGE ***	114,036
34	90,014 *	16	120,000 *		
35	89,255 *	17	120,000 *	AVERAGE R1	123,739
36	84,627 *	18	118,771 *		
37	81,588 *	19	118,200 *	AVERAGE R2	104,815
		20	118,000		
AVERAGE ***	106,561	21	116,000 *	AVERAGE D1	104,170
		22	115,000 *		
AVERAGE R1	110,730	23	114,700 *	AVERAGE ALL	111,253
		24	114,500		
AVERAGE R2	96,110	25	114,500	DEANS:	
		26	114,400 *	BUSINESS MANAGEMENT	
AVERAGE ALL	105,988	27	111,200 *		
		28	111,008 *		
DEANS:		29	110,160	RANK	SALARY
ARTS AND LETTERS		30	110,000 *	1	211,500 *
		31	106,889 *	2	189,000
		32	106,717 *	3	188,300 *
RANK	SALARY	33	106,425 *	4	176,300 *
1	126,400 *	34	106,038 *	5	175,000 *
2	125,000 *	35	104,745	6	175,000 *
3	116,500 *	36	104,624 *	7	169,950 *
4	106,000	37	104,259 *	8	165,000 *
5	103,344 *	38	103,925 *	9	165,000 *
6	100,000	39	103,573 *	10	163,768 *
7	(98,910) *	40	103,200 *	11	161,238 *
8	85,783 *	41	103,000 *	12	160,700
		42	103,000 *	13	160,000 *
AVERAGE ***	109,323	43	102,500	14	159,000 *
		44	101,850 *	15	159,000 *
AVERAGE ALL	107,742	45	101,460 *	16	158,379 *
		46	100,700 *	17	155,808 *
DEANS:		47	100,464 *	18	155,000 *
ARTS AND SCIENCES		48	100,000	19	155,000 *
		49	99,900 *	20	152,250 *
		50	99,638 *	21	146,208 *
RANK	SALARY	51	99,036 *	22	144,200 *
1	183,800 *	52	97,800 *	23	143,800 *
2	182,600 *	53	97,785	24	141,800 *
3	162,500 *	54	95,000 *	25	141,500
4	161,028 *	55	93,156	26	140,791 *
5	137,500 *	56	92,112 *	27	138,522 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

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DEANS:
BUSINESS MANAGEMENTRANK
(CONTINUED)

28	135,675 *
29	134,967 *
30	134,405
31	134,000 *
32	133,900 *
33	132,000 *
34	130,098 *
35	127,000 *
36	125,000 *
37	124,720 *
38	124,630 *
39	124,450 *
40	124,204 *
41	123,000 *
42	122,986 *
43	122,004 *
44	121,167 *
45	121,000 *
46	120,175 *
47	120,000
48	119,699 *
49	119,387 *
50	119,061
51	118,008 *
52	116,576 *
53	116,200 *
54	116,075 *
55	116,000 *
56	115,683 *
57	114,153
58	113,520 *
59	112,551 *
60	111,558 *
61	110,770 *
62	110,000 *
63	109,725 *
64	109,500 *
65	109,202 *
66	108,500 *
67	106,603 *
68	106,500 *
69	106,375 *
70	106,080 *
71	105,924 *
72	105,571
73	105,160 *

RANK	SALARY
74	105,000 *
75	105,000 *
76	104,886 *
77	104,600
78	103,356 *
79	103,200
80	102,996 *
81	100,260
82	100,000 *
83	99,066 *
84	95,568 *
85	95,124 *
86	91,728 *
87	89,262 *
88	87,035
89	84,670 *
90	79,990
91	73,020 *

AVERAGE *** 127,706

AVERAGE R1 138,408

AVERAGE R2 120,630

AVERAGE D1 115,420

AVERAGE ALL 126,599

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	135,500 *
2	125,000 *
3	112,000 *
4	109,014 *
5	108,500 *
6	105,780
7	104,510 *
8	102,323 *
9	102,000 *
10	100,721 *
11	100,000 *
12	100,000 *
13	99,000 *
14	98,515 *
15	94,764 *
16	94,750 *
17	94,600 *

RANK	SALARY
18	94,417 *
19	94,178 *
20	93,763 *
21	93,347 *
22	93,318
23	92,124 *
24	91,908 *
25	91,567 *
26	91,420 *
27	91,272 *
28	91,190 *
29	90,747 *
30	88,847 *
31	88,433 *
32	88,000
33	86,258 *
34	86,056 *
35	84,195 *
36	82,456
37	81,000 *
38	80,255 *
39	80,248 *
40	80,018 *
41	78,500 *
42	77,559 *
43	77,479 *
44	76,759
45	75,000 *
46	74,902 *
47	72,400 *
48	72,360 *
49	72,100 *
50	71,136
51	69,300 *
52	67,818 *
53	66,538
54	64,368 *
55	63,082 *
56	61,800
57	59,650 *
58	58,000 *
59	56,358 *
60	47,840 *

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TABLE I (CONTINUED)

DEANS:
CONTINUING EDUCATION

(CONTINUED)

AVERAGE "X" 87,291

AVERAGE R1 94,037

AVERAGE R2 83,898

AVERAGE ALL 86,416

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	172,500 *
2	138,800 *
3	121,000
4	116,600 *
5	(112,440)*
6	106,299 *
7	(105,060)*
8	103,500 *
9	97,668 *
10	95,768 *
11	95,000 *
12	92,812 *
13	73,884 *
14	73,000 *

AVERAGE "X" 106,410

AVERAGE ALL 107,452

DEANS:
EDUCATION

RANK	SALARY
1	152,000 *
2	141,800 *
3	140,000 *
4	132,800 *
5	132,500 *
6	132,433 *
7	129,500 *
8	127,600 *
9	127,292 *

RANK	SALARY
10	125,000 *
11	122,004 *
12	120,000 *
13	117,936 *
14	117,600 *
15	117,070 *
16	117,000 *
17	117,000 *
18	116,000
19	115,500 *
20	115,000 *
21	114,330 *
22	113,581 *
23	110,960 *
24	110,400 *
25	110,243 *
26	110,000 *
27	110,000 *
28	109,900 *
29	108,700 *
30	108,150 *
31	108,000
32	108,000 *
33	107,535 *
34	106,600 *
35	106,500 *
36	106,500 *
37	106,469 *
38	106,111 *
39	105,512
40	105,236 *
41	105,000 *
42	104,314 *
43	104,310 *
44	104,215 *
45	103,530 *
46	101,514 *
47	101,510 *
48	100,615 *
49	100,238 *
50	100,008
51	100,000 *
52	100,000 *
53	100,000 *
54	99,580 *
55	98,809 *
56	98,800 *
57	98,500 *
58	98,500 *
59	97,764 *
60	97,700 *

RANK	SALARY
61	97,300
62	(96,720)*
63	96,504
64	95,700
65	95,592 *
66	95,000
67	94,340
68	91,900 *
69	90,480 *
70	90,252 *
71	89,878
72	88,836
73	87,300
74	87,288 *
75	87,012 *
76	87,000 *
77	85,950 *
78	85,550
79	84,727 *
80	84,276 *
81	83,691 *
82	83,430
83	81,915 *
84	80,806 *
85	77,648
86	76,620 *
87	75,875
88	72,670 *
89	72,332 *

AVERAGE "X" 105,800

AVERAGE R1 111,997

AVERAGE R2 98,439

AVERAGE D1 96,759

AVERAGE ALL 103,598

DEANS:
ENGINEERING

RANK	SALARY
1	185,000 *
2	177,800 *
3	175,000 *
4	175,000 *
5	170,001 *
6	170,000 *

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TABLE I (CONTINUED)

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DEANS:
ENGINEERING

RANK	SALARY
(CONTINUED)	
7	161,028 *
8	160,000 *
9	158,300 *
10	155,859 *
11	155,000 *
12	154,880 *
13	152,250 *
14	150,000 *
15	149,238 *
16	148,000 *
17	142,000 *
18	142,000 *
19	139,500 *
20	139,050 *
21	138,433 *
22	135,000 *
23	134,930 *
24	134,111 *
25	133,232 *
26	133,000 *
27	131,742 *
28	131,440 *
29	130,909 *
30	130,599 *
31	130,000 *
32	130,000 *
33	130,000 *
34	130,000 *
35	129,780 *
36	128,752 *
37	127,500 *
38	125,250 *
39	122,000 *
40	122,000 *
41	121,656 *
42	120,500 *
43	120,000 *
44	119,000 *
45	118,742 *
46	118,008 *
47	117,408 *
48	116,850 *
49	115,812 *
50	114,820 *
51	114,726 *
52	114,636 *

RANK	SALARY
53	114,415 *
54	113,954 *
55	111,410 *
56	110,884 *
57	110,830 *
58	110,434 *
59	110,395 *
60	110,260 *
61	109,160 *
62	108,213 *
63	107,900 *
64	105,678 *
65	101,498 *
66	101,103 *
67	97,600 *
68	97,272 *
69	97,084 *
70	96,010 *
71	95,472 *
72	94,000 *
73	92,540 *
74	90,000 *
75	84,835 *
76	82,000 *
77	81,800 *
78	73,000 *

AVERAGE "X"	127,014
AVERAGE R1	139,082
AVERAGE R2	114,596
AVERAGE ALL	125,493

DEANS:
FINE ARTS

RANK	SALARY
1	135,000 *
2	128,933 *
3	126,680 *
4	120,700 *
5	120,000 *
6	115,500 *
7	108,000 *
8	104,040 *
9	103,503 *
10	102,900 *
11	102,551 *

RANK	SALARY
12	100,940 *
13	100,700 *
14	100,000 *
15	100,000 *
16	99,000 *
17	98,916 *
18	(98,910) *
19	98,718 *
20	95,868 *
21	94,800 *
22	94,330 *
23	93,523 *
24	92,400 *
25	92,095 *
26	(90,975) *
27	90,296 *
28	90,204 *
29	86,435 *
30	83,500 *
31	81,516 *
32	80,900 *
33	79,558 *
34	69,033 *
35	67,114 *

AVERAGE "X"	100,254
AVERAGE R1	102,595
AVERAGE ALL	98,501

DEANS:
FORESTRY

RANK	SALARY
1	126,000 *
2	114,300 *
3	112,000 *
4	99,804 *
5	95,850 *
6	92,000 *
7	89,435 *
8	82,812 *
9	77,110 *

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TABLE I (CONTINUED)

DEANS:
FORESTRY

(CONTINUED)

AVERAGE "X" 100,812

AVERAGE ALL 98,812

DEANS:
GRADUATE

RANK	SALARY
1	153,800 *
2	146,078 *
3	142,000 *
4	131,840 *
5	130,700 *
6	128,369 *
7	(119,104)*
8	(119,101)*
9	118,750 *
10	117,684 *
11	117,000 *
12	(116,000)*
13	115,860 *
14	113,300 *
15	109,765 *
16	108,768 *
17	108,500 *
18	108,000 *
19	(107,010)*
20	105,000 *
21	104,500 *
22	103,586 *
23	103,384 *
24	102,785 *
25	101,027 *
26	100,544 *
27	(100,400)*
28	100,115 *
29	99,504 *
30	98,800 *
31	98,490 *
32	(98,462)*
33	97,886 *
34	96,905 *
35	96,713 *
36	95,701 *
37	95,000 *

RANK	SALARY
38	94,548
39	94,500 *
40	92,667
41	91,190 *
42	90,000 *
43	90,000 *
44	89,880 *
45	(89,426)*
46	89,200 *
47	88,184 *
48	85,900
49	84,336 *
50	84,174 *
51	84,120 *
52	83,850 *
53	83,500 *
54	83,046 *
55	82,752 *
56	82,400
57	81,084 *
58	81,067 *
59	80,000
60	79,324
61	77,053
62	76,088 *
63	73,730 *
64	70,645 *

AVERAGE "X" 101,797

AVERAGE R1 106,545

AVERAGE R2 95,083

AVERAGE D1 92,600

AVERAGE ALL 99,892

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	(120,828)
2	119,500 *
3	119,300 *
4	112,000 *
5	105,200 *
6	102,752 *
7	(101,977)*
8	101,120 *

RANK	SALARY
9	98,729 *
10	97,308 *
11	(96,720)*
12	89,407
13	83,600
14	76,008 *
15	74,373 *

AVERAGE "X" 100,416

AVERAGE R1 101,028

AVERAGE ALL 99,921

DEANS:
HOME ECONOMICS

RANK	SALARY
1	123,840 *
2	120,517 *
3	116,800 *
4	115,917 *
5	114,000 *
6	110,000 *
7	108,766 *
8	108,200 *
9	105,372 *
10	104,928 *
11	(101,977)*
12	100,425 *
13	100,335
14	99,300 *
15	99,273 *
16	97,128 *
17	97,000 *
18	96,612 *
19	95,474 *
20	92,700 *
21	89,800 *
22	88,913 *
23	84,736 *
24	80,475 *
25	80,300 *
26	77,000 *

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TABLE I (CONTINUED)

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DEANS:
HOME ECONOMICS

(CONTINUED)

AVERAGE "*" 100,378

AVERAGE R1 102,924

AVERAGE ALL 100,376

DEANS:
HUMANITIES

RANK	SALARY
1	135,000 *
2	128,933 *
3	115,094
4	110,002 *
5	110,000 *
6	108,454 *
7	108,020 *
8	105,060 *
9	(98,910)*
10	87,194 *
11	82,632 *
12	75,300 *
13	71,467 *

AVERAGE "*" 101,748

AVERAGE R1 103,567

AVERAGE ALL 102,774

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	165,000
2	125,000 *
3	123,000 *
4	122,500 *
5	118,200 *
6	108,294 *
7	107,000 *
8	106,000 *
9	105,000 *
10	104,500 *

RANK	SALARY
11	104,300 *
12	103,750 *
13	103,144 *
14	103,043 *
15	103,000
16	102,907
17	100,500 *
18	97,000 *
19	(95,731)*
20	94,000 *
21	89,000 *
22	88,500 *
23	86,180 *
24	85,008 *
25	81,885

AVERAGE "*" 103,317

AVERAGE R1 105,445

AVERAGE ALL 104,898

DEANS:
LAW

RANK	SALARY
1	214,000
2	196,100 *
3	190,000 *
4	170,000
5	166,020 *
6	165,000 *
7	158,000 *
8	154,800 *
9	152,500 *
10	150,150 *
11	149,350 *
12	148,988 *
13	148,892 *
14	148,555 *
15	148,199 *
16	144,336
17	143,949 *
18	138,000 *
19	137,500 *
20	136,500 *
21	136,312 *
22	135,500
23	135,000 *
24	134,200 *

RANK	SALARY
25	133,705 *
26	132,870 *
27	132,400 *
28	131,997 *
29	130,704 *
30	130,000 *
31	129,842 *
32	129,780 *
33	129,000 *
34	127,415 *
35	125,146 *
36	124,300
37	123,861
38	123,450 *
39	118,000 *
40	117,204 *
41	115,608 *
42	111,012 *
43	110,000 *
44	108,000
45	96,967 *

AVERAGE "*" 138,503

AVERAGE R1 147,403

AVERAGE R2 125,786

AVERAGE ALL 139,625

DEANS:
LIBERAL ARTS

RANK	SALARY
1	137,500 *
2	133,000 *
3	132,980 *
4	130,217 *
5	113,584 *
6	106,000 *
7	105,820 *
8	100,280 *
9	99,192 *
10	97,000 *
11	97,000
12	96,600 *
13	96,408 *
14	93,192 *
15	90,563 *

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TABLE I (CONTINUED)

DEANS:
LIBERAL ARTS

RANK	SALARY
4	(112,440)*
5	102,999 *

RANK	SALARY (CONTINUED)
------	-----------------------

(CONTINUED)

AVERAGE "x" 114,819

AVERAGE "x" 116,745

AVERAGE "x" 109,453

AVERAGE ALL 114,819

AVERAGE ALL 108,328

AVERAGE R1 114,029

DEANS:
MUSICDEANS:
SCIENCE

AVERAGE ALL 108,622

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	140,500 *
2	134,287 *
3	125,500 *
4	110,000 *
5	108,465 *
6	101,930 *
7	100,000 *
8	96,736 *
9	96,300
10	92,000 *
11	(90,975)*
12	90,420 *
13	88,608 *
14	88,057 *
15	80,000 *

RANK	SALARY
1	184,500 *
2	160,000 *
3	140,000 *
4	135,250 *
5	131,500
6	130,000 *
7	129,400 *
8	125,500 *
9	122,055 *
10	120,000 *
11	120,000
12	120,000 *
13	119,500 *
14	118,593
15	114,649 *
16	(112,440)*
17	111,124 *
18	110,912
19	108,000 *
20	107,840 *
21	106,469 *
22	106,000 *
23	105,000
24	103,356 *
25	102,999 *
26	101,408 *
27	101,052 *
28	91,008 *
29	90,686 *
30	82,200 *

RANK	SALARY
1	178,300 *
2	111,000 *
3	110,000 *
4	107,000 *
5	100,500 *
6	98,900 *
7	98,700 *
8	97,708 *
9	97,000 *
10	96,157
11	95,810 *
12	(95,731)*
13	91,000 *
14	90,180 *
15	88,915 *
16	85,300 *
17	84,083 *
18	80,000 *
19	78,000
20	74,632

AVERAGE "x" 103,391

AVERAGE ALL 102,919

DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	136,000 *
2	134,367 *
3	126,200 *
4	107,650
5	105,462 *
6	101,988 *
7	96,455 *
8	58,500

AVERAGE "x" 100,596

AVERAGE R1 104,859

AVERAGE ALL 97,946

DEANS:
MATHEMATICS

RANK	SALARY
1	120,000 *
2	119,657 *
3	119,000 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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DEANS:
SCIENCE

(CONTINUED)

AVERAGE "X" 117,017

AVERAGE R1 123,485

AVERAGE ALL 117,048

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	150,816 *
2	129,500 *
3	128,600 *
4	128,300 *
5	119,638 *
6	119,181 *
7	111,417 *
8	108,150 *
9	107,870 *
10	107,734 *
11	106,933 *
12	106,680 *
13	105,523
14	103,443 *
15	97,136 *
16	80,855
17	74,443 *

AVERAGE "X" 113,323

AVERAGE R1 116,860

AVERAGE ALL 110,954

DEANS:
SOCIAL WORK

RANK	SALARY
1	139,800 *
2	131,197 *
3	130,100 *
4	126,600 *
5	117,000 *
6	116,390 *

RANK	SALARY
7	116,388 *
8	112,600 *
9	108,000 *
10	105,000 *
11	104,675
12	104,000
13	102,943 *
14	(101,977)*
15	101,970 *
16	101,660
17	100,010 *
18	100,000 *
19	96,957 *
20	92,217 *
21	92,000 *
22	91,041 *
23	90,063 *
24	87,150 *
25	86,016 *
26	86,000 *
27	85,520 *
28	85,309 *
29	82,914 *

AVERAGE "X" 103,275

AVERAGE R1 105,036

AVERAGE ALL 103,293

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	115,200 *
2	111,830 *
3	110,001 *
4	105,000 *
5	97,942 *
6	97,500 *
7	95,200 *
8	88,042 *
9	84,462 *
10	79,385 *
11	74,400 *
12	68,015 *
13	61,875 *
14	55,000

RANK SALARY
(CONTINUED)

AVERAGE "X" 91,450

AVERAGE ALL 88,847

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	107,730 *
2	107,496 *
3	95,880 *
4	95,004 *
5	91,997
6	90,114 *
7	90,000 *
8	83,550
9	81,371 *
10	69,062 *
11	48,250

AVERAGE "X" 92,082

AVERAGE ALL 67,314

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	178,190 *
2	177,300 *
3	176,800 *
4	156,500 *
5	153,030 *
6	149,000
7	148,632 *
8	137,173 *
9	132,500 *
10	132,350 *
11	126,001 *
12	125,645 *
13	125,215 *
14	124,812 *
15	115,000 *
16	107,495 *
17	95,016 *
18	55,000

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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TABLE I (CONTINUED)

MEDICAL DEANS:
DENTISTRYRANK SALARY
(CONTINUED)RANK SALARY
(CONTINUED)

(CONTINUED)

AVERAGE "X" 138,229

AVERAGE R1 137,482

AVERAGE ALL 134,203

AVERAGE "X" 100,926

AVERAGE R1 108,402

AVERAGE ALL 102,240

AVERAGE "X" 204,281

AVERAGE R1 224,524

AVERAGE ALL 206,538

MEDICAL DEANS:
MEDICINEMEDICAL DEANS:
NURSING

MEDICAL DEANS:

HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	170,000
2	130,600 *
3	128,000 *
4	128,000 *
5	127,800 *
6	(118,536)
7	115,700 *
8	114,500
9	105,500
10	104,040 *
11	103,063 *
12	99,838 *
13	98,604 *
14	96,629
15	95,949 *
16	94,500 *
17	94,306 *
18	92,597 *
19	91,520 *
20	90,517 *
21	89,600
22	87,826
23	80,885
24	80,334
25	78,213 *
26	77,410 *
27	66,005 *

RANK	SALARY
1	420,717 *
2	311,575 *
3	297,000
4	294,800 *
5	286,809 *
6	280,961 *
7	275,000 *
8	274,841
9	260,314 *
10	247,241 *
11	233,500 *
12	230,000 *
13	225,000 *
14	224,418 *
15	219,000 *
16	207,747 *
17	189,257 *
18	180,626 *
19	170,055 *
20	167,867 *
21	167,112 *
22	165,224
23	154,868 *
24	152,280
25	142,800 *
26	141,018 *
27	139,766 *
28	135,950 *
29	132,480 *
30	128,849 *
31	81,144 *
32	71,000 *

RANK	SALARY
1	154,800 *
2	142,128 *
3	132,000 *
4	125,500 *
5	124,800 *
6	122,384 *
7	122,105 *
8	121,552 *
9	121,540 *
10	121,419 *
11	121,000 *
12	115,600 *
13	115,506 *
14	115,000 *
15	113,700 *
16	113,300 *
17	112,476 *
18	112,416 *
19	110,970
20	109,341 *
21	108,655 *
22	108,341 *
23	105,590
24	(101,977) *
25	101,000 *
26	100,940 *
27	100,700 *
28	100,512 *
29	100,351 *
30	99,000 *
31	98,332 *
32	97,302 *
33	97,153 *
34	95,400
35	94,800
36	94,500 *
37	92,550 *
38	92,250 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

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MEDICAL DEANS:
NURSING

RANK	SALARY
(CONTINUED)	
39	92,188 *
40	91,824
41	90,896 *
42	90,000 *
43	89,128 *
44	86,986 *
45	85,000 *
46	84,789 *
47	79,853 *
48	78,883 *
49	76,520 *
50	73,478 *

AVERAGE "X" 105,286

AVERAGE R1 113,284

AVERAGE R2 97,994

AVERAGE ALL 104,729

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY
1	126,250 *
2	119,637 *
3	116,000 *
4	110,592 *

AVERAGE "X" 118,120

AVERAGE ALL 118,120

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	164,300 *
2	154,000 *
3	140,500 *
4	140,000 *
5	138,500 *
6	136,762 *

R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I * = NASULGC

RANK	SALARY
7	133,500 *
8	133,000 *
9	131,300 *
10	123,500 *
11	121,500
12	121,000 *
13	120,510 *
14	120,265 *
15	(118,536)
16	115,927 *
17	113,302 *
18	111,240 *
19	108,000 *
20	107,000 *
21	106,469 *
22	103,827 *
23	103,200 *
24	103,018 *
25	102,858 *
26	97,728 *
27	95,000 *
28	91,652
29	84,800
30	83,900 *
31	73,936 *

AVERAGE "X" 117,872

AVERAGE R1 123,343

AVERAGE ALL 116,098

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	176,350 *
2	152,500 *
3	141,500 *
4	127,543 *
5	120,566
6	102,451 *
7	92,628 *
8	74,698 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 123,953

AVERAGE ALL 123,530

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	150,000 *
2	149,116 *
3	136,500 *
4	135,850 *
5	130,000 *
6	128,500 *
7	128,000 *
8	127,930 *
9	127,000 *
10	124,000 *
11	123,500 *
12	122,000 *
13	120,997 *
14	119,800 *
15	117,760 *
16	117,420 *
17	110,004
18	105,000 *
19	103,300 *
20	100,100 *
21	99,000 *

AVERAGE "X" 123,289

AVERAGE R1 126,700

AVERAGE ALL 122,656

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES
REPRESENTING FORTY SEVEN STATES
BY EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The Universities participating from this region are:

- *AUBURN UNIVERSITY
- *UNIVERSITY OF ALABAMA
- *UNIVERSITY OF ALABAMA AT BIRMINGHAM
- *FLORIDA STATE UNIVERSITY
- *UNIVERSITY OF FLORIDA
- GEORGIA INSTITUTE OF TECHNOLOGY
- GEORGIA STATE UNIVERSITY
- *UNIVERSITY OF GEORGIA
- *UNIVERSITY OF KENTUCKY
- *UNIVERSITY OF LOUISVILLE
- *MISSISSIPPI STATE UNIVERSITY
- UNIVERSITY OF SOUTHERN MISSISSIPPI
- *UNIVERSITY OF MISSISSIPPI
- *NORTH CAROLINA STATE UNIVERSITY
- *UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
- *UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
- *CLEMSON UNIVERSITY
- *UNIVERSITY OF SOUTH CAROLINA
- *UNIVERSITY OF MEMPHIS
- *UNIVERSITY OF TENNESSEE, KNOXVILLE
- *UNIVERSITY OF SOUTH FLORIDA
- *TENNESSEE STATE UNIVERSITY

* Member of the National Association of State and Universities
Land-Grant Colleges.

TABLE II (CONTINUED)
ATLANTA REGIONADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	176,390 *
2	138,213
3	110,000 *

AVERAGE "x" 141,534

AVERAGE ALL 141,534

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	217,220 *
2	197,220 *
3	195,933 *
4	195,600 *
5	175,000 *
6	169,000 *
7	167,570 *
8	166,940
9	165,750 *
10	161,736 *
11	150,360 *
12	150,360 *
13	147,124 *
14	136,760 *
15	129,210 *
16	112,822 *
17	110,000 *
18	110,000 *
19	102,050 *

AVERAGE "x" 155,824

AVERAGE ALL 155,824

ADMINISTRATIVE OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	(115,318)*
2	106,000 *
3	99,782 *
4	(67,018)*

RANK SALARY
(CONTINUED)

AVERAGE "x" 97,030

AVERAGE ALL 97,030

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	(150,000)*
2	123,750 *
3	120,750 *
4	119,200 *
5	116,349 *
6	106,000 *
7	101,115 *
8	99,612 *
9	90,000 *
10	69,780 *

AVERAGE "x" 109,656

AVERAGE ALL 109,656

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	98,280
2	96,414 *
3	94,700 *
4	92,000 *
5	89,260 *
6	82,368 *
7	79,501 *
8	68,412 *
9	62,938 *
10	56,048 *
11	55,000
12	46,564 *

AVERAGE "x" 76,790

AVERAGE ALL 76,790

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
HEALTH

RANK	SALARY
1	343,870 *
2	215,451 *
3	208,000 *
4	180,626 *
5	171,500 *
6	144,000 *

AVERAGE "x" 210,575

AVERAGE ALL 210,575

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	160,000 *
2	(115,318)*
3	114,840 *
4	95,262 *
5	94,500 *

AVERAGE "x" 115,984

AVERAGE ALL 115,984

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	103,000 *
2	100,000 *
3	99,834 *
4	91,559 *
5	90,700 *
6	86,040
7	80,850 *
8	76,032 *
9	76,000 *
10	76,000 *
11	75,566 *
12	70,700 *
13	70,496 *
14	68,050 *
15	64,720 *
16	62,736 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

Page 43

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
17	56,280 *

AVERAGE "*" 79,327

AVERAGE ALL 79,327

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	98,750 *
2	80,500 *
3	79,270 *
4	75,197 *
5	74,000 *
6	70,298 *
7	65,000 *
8	64,000 *
9	63,960 *
10	61,900 *
11	61,457 *
12	59,165 *
13	58,830 *
14	56,280 *
15	56,222 *
16	46,010 *
17	45,736 *

AVERAGE "*" 65,681

AVERAGE ALL 65,681

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	112,400 *
2	82,000 *
3	76,500 *
4	74,500 *
5	72,000 *
6	68,000 *
7	(67,018) *
8	66,768 *

RANK	SALARY
9	65,760 *
10	63,733 *
11	63,195 *
12	61,000 *
13	60,000 *
14	59,885 *
15	55,962 *
16	55,650 *
17	51,751 *
18	48,060 *
19	46,615 *
20	45,000 *

AVERAGE "*" 64,790

AVERAGE ALL 64,790

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	108,500 *
2	108,450 *
3	108,000 *
4	105,000 *
5	98,000 *
6	95,092 *
7	94,714 *
8	90,000 *
9	88,484 *
10	85,600 *
11	80,933 *
12	80,499 *
13	76,320 *
14	75,000 *
15	71,320 *
16	66,348 *

AVERAGE "*" 89,516

AVERAGE ALL 89,516

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION
ADMINISTRATOR

RANK	SALARY
1	90,650 *
2	86,950 *
3	77,460 *

RANK	SALARY
4	74,000 *
5	58,804 *
6	47,000 *
7	39,656 *

AVERAGE "*" 67,789

AVERAGE ALL 67,789

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	(150,319) *
2	147,050 *
3	(142,900) *
4	140,700 *
5	140,662 *
6	138,670 *
7	136,000 *
8	131,301 *
9	114,923 *
10	108,048 *
11	85,000 *

AVERAGE "*" 130,507

AVERAGE ALL 130,507

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	194,200 *
2	(150,319) *
3	(142,900) *
4	136,000 *
5	135,173 *
6	135,000 *
7	132,500 *
8	130,960 *
9	130,000 *
10	126,800 *
11	125,000 *
12	118,576 *

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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGIONACADEMIC OFFICERS:
PROVOST

RANK	SALARY
7	51,201
8	49,819 *

(CONTINUED)

AVERAGE "*" 138,119

AVERAGE ALL 138,119

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	112,000 *
2	110,300 *
3	107,200 *
4	106,771 *
5	102,700 *
6	100,940 *
7	98,000
8	97,000 *
9	96,412
10	94,100 *
11	92,060 *
12	89,724 *
13	89,000 *
14	87,193 *
15	87,050 *
16	84,230 *
17	80,250 *
18	80,250 *
19	73,542 *
20	72,200 *
21	57,970 *

AVERAGE "*" 91,376

AVERAGE ALL 91,376

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	114,000 *
2	93,000 *
3	72,100 *
4	70,700 *
5	65,541 *
6	59,568 *

AVERAGE "*" 71,991

AVERAGE ALL 71,991

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	(150,000)*
2	132,900 *
3	130,880 *
4	123,000 *
5	122,664 *
6	120,000 *
7	111,896 *
8	111,072 *
9	110,000
10	109,140 *
11	107,750 *
12	101,659 *
13	101,200 *
14	99,612 *
15	99,500 *
16	99,500 *
17	98,000 *
18	78,790 *
19	67,600 *

AVERAGE "*" 109,219

AVERAGE ALL 109,219

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	110,692 *
2	104,100 *
3	(93,700)*
4	83,548 *
5	82,915 *
6	81,100 *
7	79,300 *
8	74,200 *
9	74,000
10	73,899 *

RANK	SALARY
11	68,324 *
12	68,000 *
13	67,560 *
14	67,231 *
15	65,505 *
16	65,465 *
17	60,815
18	60,790 *

AVERAGE "*" 76,730

AVERAGE ALL 76,730

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	(93,700)*
2	62,400
3	59,600 *
4	57,803 *
5	57,090 *
6	54,840 *
7	53,300 *
8	49,888 *
9	48,294 *
10	44,028 *

AVERAGE "*" 58,094

AVERAGE ALL 58,094

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	120,750 *
2	67,800
3	63,156 *
4	55,550 *
5	41,406 *

AVERAGE "*" 69,732

AVERAGE ALL 69,732

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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	79,380 *
2	71,159 *
3	68,437 *
4	67,278 *
5	61,560 *
6	59,945 *
7	59,000 *
8	58,000 *
9	56,878 *
10	55,757 *
11	54,353 *
12	53,033 *
13	52,698 *
14	52,010 *
15	52,000 *
16	51,480 *
17	50,340 *
18	49,940 *
19	47,450 *
20	38,447 *

AVERAGE "x" 56,957

AVERAGE ALL 56,957

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	86,842 *
2	77,200 *
3	75,179 *
4	71,720 *
5	70,137 *
6	67,343 *
7	65,800 *
8	65,000 *
9	63,916 *
10	60,000 *
11	60,000 *
12	58,788 *
13	58,000 *
14	54,999 *
15	53,921 *
16	53,560 *
17	45,208 *

RANK	SALARY
18	41,820 *
19	36,720 *

AVERAGE "x" 61,376

AVERAGE ALL 61,376

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	103,480 *
2	90,500 *
3	82,266 *
4	80,612 *
5	69,819 *
6	69,000 *
7	67,084 *
8	66,621 *
9	57,600 *
10	57,509 *
11	56,200 *
12	53,995 *
13	52,416 *
14	49,500 *
15	48,400 *
16	48,150 *
17	36,158 *

AVERAGE "x" 64,077

AVERAGE ALL 64,077

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	62,899 *
2	60,750 *
3	60,000 *
4	58,408 *
5	57,709 *
6	56,700 *
7	55,045 *
8	55,000 *
9	49,374 *
10	46,008 *
11	45,629 *
12	45,046 *

RANK	SALARY
13	43,412 *
14	42,813 *
15	38,550 *
16	35,400 *
17	34,306 *
18	31,458 *

AVERAGE "x" 48,806

AVERAGE ALL 48,806

BUSINESS/FISCAL OFFICER:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	105,000 *
2	103,700 *
3	102,732 *
4	90,000 *
5	83,347 *
6	83,000 *
7	82,400 *
8	82,000 *
9	82,000 *
10	79,229 *
11	77,391 *
12	73,750 *
13	73,185 *
14	70,373 *
15	70,000 *
16	68,300 *
17	65,000 *
18	58,860 *
19	58,665 *
20	58,590 *
21	52,000 *

AVERAGE "x" 77,120

AVERAGE ALL 77,120

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	119,000 *
2	115,000 *
3	109,620 *
4	106,500 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGIONSTUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
(CONTINUED)	
5	104,790
6	103,440 *
7	103,420 *
8	103,000 *
9	102,918 *
10	101,718 *
11	101,000 *
12	100,464 *
13	99,528 *
14	99,086 *
15	95,200 *
16	95,000 *
17	88,750 *
18	86,510 *
19	85,837 *
20	85,476 *
21	63,030 *

AVERAGE "x" 99,537

AVERAGE ALL 98,537

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	81,761 *
2	77,341 *
3	73,000 *
4	72,760
5	70,000 *
6	64,378 *
7	58,796 *
8	56,237 *
9	53,098 *
10	48,150 *
11	47,400 *
12	36,580 *

AVERAGE "x" 61,625

AVERAGE ALL 61,625

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	84,561 *
2	63,640 *
3	58,290 *
4	55,833 *
5	44,282
6	43,670 *
7	41,048 *
8	40,000 *
9	36,500 *

AVERAGE "x" 51,980

AVERAGE ALL 51,980

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	90,500 *
2	82,417 *
3	78,110
4	73,000 *
5	67,000 *
6	63,629 *
7	62,588 *
8	58,000 *
9	55,525 *
10	55,000 *
11	54,086
12	53,515 *
13	53,000 *
14	51,804 *
15	49,000 *
16	47,996 *
17	46,575 *
18	41,797 *
19	37,736 *

AVERAGE "x" 59,015

AVERAGE ALL 59,015

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	94,560 *
2	79,135
3	78,660 *
4	71,000 *
5	70,303 *
6	70,000
7	67,434 *
8	65,400 *
9	61,000 *
10	60,000 *
11	58,400 *
12	54,567 *
13	51,000 *
14	49,900 *
15	49,464 *
16	47,600 *
17	47,416 *
18	43,500 *
19	42,979 *
20	40,755 *
21	34,900 *

AVERAGE "x" 58,951

AVERAGE ALL 58,951

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	68,400 *
2	68,000 *
3	65,675 *
4	60,365 *
5	60,059
6	60,000 *
7	58,600 *
8	57,647 *
9	56,000 *
10	55,629
11	55,525 *
12	53,580 *
13	53,460 *
14	52,000 *
15	51,500 *
16	51,191 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
(CONTINUED)	
17	50,749 *
18	50,016 *
19	49,448 *
20	47,221 *

AVERAGE "X" 56,253

AVERAGE ALL 56,253

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	77,000 *
2	74,000 *
3	72,088 *
4	72,054 *
5	69,279 *
6	68,390 *
7	65,500 *
8	62,458
9	60,000 *
10	60,000 *
11	58,370 *
12	57,048 *
13	55,650
14	55,161 *
15	54,776 *
16	54,064 *
17	49,416 *
18	47,628 *
19	47,401 *
20	40,755 *
21	33,680 *

AVERAGE "X" 58,796

AVERAGE ALL 58,796

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	143,222 *

RANK	SALARY
2	118,396 *
3	113,000 *
4	112,970 *
5	104,485 *
6	93,827 *
7	88,475 *
8	87,817 *
9	83,574 *
10	83,400 *
11	81,000 *
12	77,040 *
13	72,800 *
14	70,000 *
15	68,079 *
16	60,528 *
17	58,710 *
18	57,000 *
19	50,881
20	44,129 *
21	41,475

AVERAGE "X" 81,467

AVERAGE ALL 81,467

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	77,793 *
2	72,223 *
3	68,000 *
4	62,970 *
5	58,322 *
6	57,780
7	57,250 *
8	57,100 *
9	56,849 *
10	56,650 *
11	50,597
12	47,973 *
13	44,860 *
14	43,500 *
15	39,804 *
16	38,412 *
17	37,220 *
18	34,510 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 53,434

AVERAGE ALL 53,434

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	101,263 *
2	96,000 *
3	94,200 *
4	82,160
5	81,000 *

AVERAGE "X" 90,925

AVERAGE ALL 90,925

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	116,000 *
2	86,400
3	79,200 *
4	76,145 *
5	72,846 *
6	71,755
7	70,137 *
8	70,000 *
9	69,160 *
10	57,300 *
11	57,115 *
12	44,796 *
13	41,785 *
14	34,812 *

AVERAGE "X" 67,675

AVERAGE ALL 67,675

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	90,900 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGIONOPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
(CONTINUED)	
2	87,955 *
3	82,000 *
4	80,621 *
5	80,141 *
6	77,870 *
7	77,828 *
8	77,490 *
9	73,982 *
10	73,130 *
11	72,316 *
12	69,731 *
13	68,300 *
14	68,000 *
15	66,003 *
16	65,280 *
17	64,150 *
18	63,350 *
19	63,009 *
20	62,500 *
21	55,686 *

AVERAGE "X" 72,392

AVERAGE ALL 72,392

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	82,762 *
2	78,700 *
3	73,616 *
4	71,000 *
5	66,421 *
6	64,730 *
7	60,989 *
8	59,793 *
9	58,939 *
10	57,882 *
11	55,596 *
12	55,150 *
13	54,557 *
14	53,570 *
15	52,890 *
16	51,552 *

RANK	SALARY
17	50,400 *
18	47,044 *
19	46,224 *
20	39,041 *
21	38,554 *

AVERAGE "X" 58,067

AVERAGE ALL 58,067

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	(127,070)*
2	115,343 *
3	114,800 *
4	112,320 *
5	108,896 *
6	108,150 *
7	106,037 *
8	104,000 *
9	103,500 *
10	101,108 *
11	101,000 *

AVERAGE "X" 109,293

AVERAGE ALL 109,293

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	109,250 *
2	95,500 *
3	92,075 *
4	84,000 *

AVERAGE "X" 95,206

AVERAGE ALL 95,206

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	116,000 *

RANK	SALARY
2	(95,943)*
3	78,800 *
4	78,750 *
5	74,141 *
6	73,550 *
7	67,661 *
8	67,583 *
9	67,161 *
10	64,000 *
11	62,458 *
12	60,000 *
13	56,925 *
14	56,353 *
15	55,152 *
16	55,001 *
17	52,900 *
18	46,570 *
19	43,470 *

AVERAGE "X" 66,969

AVERAGE ALL 66,969

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	101,800 *
2	100,682 *
3	(95,943)*
4	89,300 *
5	87,000 *
6	76,200 *
7	73,813 *
8	69,007 *
9	64,800 *
10	54,316 *

AVERAGE "X" 81,286

AVERAGE ALL 81,286

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	134,900 *
2	129,200 *
3	122,500 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
(CONTINUED)	
4	114,483 *
5	103,425
6	92,000 *
7	89,037 *

AVERAGE "*" 112,221

AVERAGE ALL 112,221

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	113,400 *
2	99,750 *
3	97,869 *
4	96,011 *
5	96,000 *
6	(95,500)*
7	91,800 *
8	75,756 *
9	74,429 *
10	68,326
11	64,611 *
12	56,580 *
13	55,884 *
14	53,500 *
15	45,000 *

AVERAGE "*" 78,961

AVERAGE ALL 78,961

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	115,450 *
2	(95,500)*
3	83,500 *
4	78,270 *
5	76,525 *
6	70,474 *
7	66,821 *

RANK	SALARY
8	65,179
9	64,700 *
10	62,418 *
11	59,048 *
12	56,650 *
13	54,984 *
14	54,600
15	53,544 *
16	49,920 *
17	48,909 *
18	45,030 *
19	42,927 *

AVERAGE "*" 65,497

AVERAGE ALL 65,497

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	115,000 *
2	108,284 *
3	93,100 *
4	64,260 *
5	52,600 *
6	49,360 *

AVERAGE "*" 80,434

AVERAGE ALL 80,434

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	135,780 *
2	(127,070)*
3	124,800 *
4	119,600 *
5	118,900 *
6	117,391 *
7	112,500
8	112,000 *
9	109,170 *
10	99,612 *
11	95,400 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 115,657

AVERAGE ALL 115,657

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	168,000 *
2	136,000 *
3	130,000 *
4	(119,104)*
5	108,500 *
6	98,857 *
7	94,942 *
8	84,572

AVERAGE "*" 117,497

AVERAGE ALL 117,497

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	118,500 *
2	111,594 *
3	96,204 *
4	90,226 *
5	80,765
6	77,699 *
7	77,012 *
8	76,150 *
9	74,735 *
10	72,800 *
11	72,122 *
12	70,137 *
13	65,000 *
14	59,885 *
15	56,280 *
16	53,597 *
17	53,201 *

AVERAGE "*" 76,818

AVERAGE ALL 76,818

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGIONDEANS:
AGRICULTURE

RANK	SALARY
1	133,377 *
2	123,500 *
3	121,000 *
4	110,166 *
5	108,310 *
6	100,000 *
7	96,000 *
8	90,950 *
9	60,230 *

AVERAGE "X" 104,837

AVERAGE ALL 104,837

DEANS:
ARCHITECTURE

RANK	SALARY
1	143,000 *
2	120,500 *
3	109,500 *
4	109,000 *
5	108,500 *
6	105,000 *
7	102,000 *
8	95,790 *
9	90,014 *

AVERAGE "X" 109,256

AVERAGE ALL 109,256

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	162,500 *
2	137,000 *
3	125,000 *
4	121,970 *
5	118,771 *
6	114,700 *
7	114,500 *
8	111,200 *
9	100,700 *

RANK	SALARY
10	99,638 *
11	74,760 *
12	66,685 *

AVERAGE "X" 112,285

AVERAGE ALL 112,285

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	188,300 *
2	175,000 *
3	161,238 *
4	160,700 *
5	155,000 *
6	144,200 *
7	141,800 *
8	134,000 *
9	132,000 *
10	130,098 *
11	125,000 *
12	124,204 *
13	120,000 *
14	119,387 *
15	110,770 *
16	109,500 *
17	109,202 *
18	106,375 *
19	105,160 *
20	105,000 *
21	103,356 *

AVERAGE "X" 131,442

AVERAGE ALL 131,442

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	135,500 *
2	100,000 *
3	92,124 *
4	88,000 *
5	84,195 *
6	81,000 *
7	80,248 *

RANK	SALARY
8	80,018 *
9	78,500 *
10	76,759 *
11	72,360 *
12	67,818 *
13	63,082 *
14	59,650 *

AVERAGE "X" 82,804

AVERAGE ALL 82,804

DEANS:
EDUCATION

RANK	SALARY
1	140,000 *
2	120,000 *
3	117,070 *
4	117,000 *
5	110,960 *
6	110,000 *
7	108,000 *
8	107,535 *
9	106,600 *
10	106,500 *
11	105,512 *
12	104,314 *
13	101,514 *
14	99,580 *
15	97,764 *
16	(96,720) *
17	91,900 *
18	83,691 *
19	72,670 *

AVERAGE "X" 105,123

AVERAGE ALL 105,123

DEANS:
ENGINEERING

RANK	SALARY
1	185,000 *
2	175,000 *
3	139,050 *
4	131,742 *
5	131,440 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

DEANS:
ENGINEERING

RANK	SALARY
(CONTINUED)	
6	128,752 *
7	125,250 *
8	119,000 *
9	116,850 *
10	113,954
11	111,410 *
12	110,395 *
13	109,160 *
14	97,084 *
15	92,540 *
16	82,000 *

AVERAGE "X" 123,039

AVERAGE ALL 123,039

DEANS:
FINE ARTS

RANK	SALARY
1	115,500 *
2	(98,910)*
3	98,718 *
4	95,868 *
5	94,330 *
6	92,095 *
7	79,558 *

AVERAGE "X" 96,426

AVERAGE ALL 96,426

DEANS:
FORESTRY

RANK	SALARY
1	126,000 *
2	114,300 *
3	95,850 *
4	92,000 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 107,038

AVERAGE ALL 107,038

DEANS:
GRADUATE

RANK	SALARY
1	(119,104)*
2	117,000 *
3	109,765 *
4	108,500 *
5	108,000 *
6	104,500 *
7	100,544
8	98,490 *
9	96,905 *
10	95,000 *
11	90,000 *
12	89,880 *
13	89,200 *
14	88,184 *
15	84,174 *
16	84,120 *
17	73,730 *

AVERAGE "X" 97,476

AVERAGE ALL 97,476

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	112,000 *
2	97,308 *
3	(96,720)*

AVERAGE "X" 102,009

AVERAGE ALL 102,009

DEANS:
HOME ECONOMICS

RANK	SALARY
1	116,800 *
2	100,425 *
3	99,300 *
4	99,273 *
5	96,612 *
6	89,800 *
7	84,736 *

AVERAGE "X" 98,135

AVERAGE ALL 98,135

DEANS:
HUMANITIES

RANK	SALARY
1	115,094
2	110,000 *
3	(98,910)*

AVERAGE "X" 108,001

AVERAGE ALL 108,001

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	125,000 *
2	118,200 *
3	108,294 *
4	106,000 *
5	105,000 *
6	102,907
7	(95,731)*
8	89,000 *

AVERAGE "X" 106,267

AVERAGE ALL 106,267

TABLE II (CONTINUED)
ATLANTA REGIONDEANS:
LAW

RANK	SALARY
1	158,000 *
2	152,500 *
3	148,988 *
4	135,500
5	133,705 *
6	132,870 *
7	132,400 *
8	131,997 *
9	130,000 *
10	129,000 *
11	123,861
12	118,000 *

AVERAGE "*" 135,568

AVERAGE ALL 135,568

DEANS:
LIBERAL ARTS

RANK	SALARY
1	100,280 *
2	99,192 *
3	90,563 *

AVERAGE "*" 96,678

AVERAGE ALL 96,678

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	110,000 *
2	98,700 *
3	96,157
4	(95,731)*
5	85,300 *

AVERAGE "*" 97,178

AVERAGE ALL 97,178

DEANS:
MUSIC

RANK	SALARY
1	110,000 *
2	96,736 *
3	88,608 *

AVERAGE "*" 98,448

AVERAGE ALL 98,448

DEANS:
SCIENCE

RANK	SALARY
1	160,000 *
2	119,500 *
3	118,593
4	(112,440)*
5	106,000 *
6	103,356 *

AVERAGE "*" 119,982

AVERAGE ALL 119,982

DEANS:
SOCIAL WORK

RANK	SALARY
1	130,100 *
2	105,000 *
3	101,660
4	100,000 *
5	96,957 *
6	91,041 *
7	87,150 *

AVERAGE "*" 101,701

AVERAGE ALL 101,701

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	115,200 *

RANK	SALARY
2	97,500 *
3	95,200 *
4	88,042 *
5	84,462 *

AVERAGE "*" 96,081

AVERAGE ALL 96,081

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	156,500 *
2	148,632 *
3	125,215 *
4	115,000 *
5	107,495 *

AVERAGE "*" 130,568

AVERAGE ALL 130,568

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	130,600 *
2	128,000 *
3	114,500
4	103,063 *
5	95,949 *
6	77,410 *

AVERAGE "*" 108,254

AVERAGE ALL 108,254

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	280,961 *
2	275,000 *
3	207,747 *
4	180,626 *
5	170,055 *
6	152,280

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

MEDICAL DEANS:
MEDICINE

(CONTINUED)

AVERAGE "X" 211,112
AVERAGE ALL 211,112

MEDICAL DEANS:
NURSING

RANK	SALARY
1	142,128 *
2	125,500 *
3	115,506 *
4	112,476 *
5	109,341 *
6	108,341 *
7	105,590
8	92,250 *
9	90,896 *
10	90,000 *
11	89,128 *
12	86,986 *
13	84,789 *
14	76,520 *
15	73,478 *

AVERAGE "X" 100,195

AVERAGE ALL 100,195

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	136,762 *
2	133,500 *
3	123,500 *
4	121,000 *
5	107,000 *
6	103,200 *
7	91,652

AVERAGE "X" 116,659

AVERAGE ALL 116,659

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	176,350 *
2	152,500 *
3	120,566
4	74,698 *

AVERAGE "X" 131,029

AVERAGE ALL 131,029

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	150,000 *
2	130,000 *
3	123,500 *
4	120,997 *
5	103,300 *
6	100,100 *

AVERAGE "X" 121,316

AVERAGE ALL 121,316

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES
REPRESENTING FORTY SEVEN STATES
BY EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The Universities participating from this region are:

ILLINOIS STATE UNIVERSITY
*NORTHERN ILLINOIS UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY
*UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
BALL STATE UNIVERSITY
*INDIANA UNIVERSITY-BLOOMINGTON
*MICHIGAN STATE UNIVERSITY
*UNIVERSITY OF MICHIGAN
*UNIVERSITY OF MINNESOTA, TWIN CITIES
*BOWLING GREEN STATE UNIVERSITY
*KENT STATE UNIVERSITY
*MIAMI UNIVERSITY
*OHIO STATE UNIVERSITY
*OHIO UNIVERSITY
UNIVERSITY OF AKRON
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF TOLEDO
*UNIVERSITY OF WISCONSIN-MADISON
*UNIVERSITY OF WISCONSIN-MILWAUKEE
*WAYNE STATE UNIVERSITY
PURDUE UNIVERSITY

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Land-Grant Colleges.

TABLE II (CONTINUED)
CHICAGO REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	236,000 *
2	224,564 *
3	170,000 *
4	168,504 *
5	152,300 *
6	150,000 *
7	150,000 *
8	142,145 *

AVERAGE "x" 174,189

AVERAGE ALL 174,189

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	232,421 *
2	185,400 *
3	183,000 *
4	178,000 *
5	173,500 *
6	169,100 *
7	158,950 *
8	151,000 *
9	145,116 *
10	139,500 *
11	131,760 *
12	131,685 *
13	125,939 *
14	122,283 *
15	118,500 *

AVERAGE "x" 156,410

AVERAGE ALL 156,410

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	115,500 *
2	115,412 *
3	(93,150)

RANK SALARY
(CONTINUED)

AVERAGE "x" 108,021

AVERAGE ALL 108,021

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	107,100 *
2	(102,201)
3	102,000 *
4	89,634 *

AVERAGE "x" 100,234

AVERAGE ALL 100,234

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	97,650 *
2	93,840 *
3	93,036 *
4	89,000 *
5	88,860 *
6	88,819 *
7	88,462 *
8	88,400 *
9	88,200 *
10	83,688 *
11	81,810 *
12	57,690 *
13	55,734 *
14	48,808 *
15	48,550 *

AVERAGE "x" 79,503

AVERAGE ALL 79,503

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	172,000 *

RANK	SALARY
2	149,004 *
3	105,500 *
4	96,948 *
5	93,203 *
6	(93,150)

AVERAGE "x" 118,301

AVERAGE ALL 118,301

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	124,200 *
2	122,367 *
3	106,610 *
4	96,400 *
5	94,000 *
6	92,514 *
7	86,920 *
8	84,776 *
9	83,450 *
10	82,680 *
11	81,065 *
12	80,000 *
13	66,624 *

AVERAGE "x" 92,431

AVERAGE ALL 92,431

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	94,100 *
2	89,675 *
3	83,506 *
4	79,101 *
5	74,334 *
6	72,500 *
7	71,800 *
8	70,776 *
9	70,000 *
10	69,328 *
11	65,815 *
12	63,000 *
13	61,489 *

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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGIONADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
(CONTINUED)	
14	60,780
15	60,511 *
16	60,000 *
17	55,000 *
18	49,403
19	45,804 *

AVERAGE "x" 68,259

AVERAGE ALL 68,259

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	(84,975)
2	84,400 *
3	74,400
4	71,769 *
5	68,383 *
6	67,800 *
7	65,348 *
8	65,261 *
9	65,000 *
10	63,997 *
11	60,600
12	54,366 *
13	50,380
14	43,600 *
15	39,600

AVERAGE "x" 63,992

AVERAGE ALL 63,992

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	156,300 *
2	127,097 *
3	104,256 *
4	100,000 *
5	100,000 *

RANK	SALARY
6	96,096
7	95,604
8	93,378 *
9	92,200
10	90,000 *
11	88,740 *
12	85,381 *
13	76,600 *
14	76,000
15	74,448 *
16	69,794 *
17	66,283 *

AVERAGE "x" 93,657

AVERAGE ALL 93,657

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION
ADMINISTRATOR

RANK	SALARY
1	107,450 *
2	81,600
3	77,628
4	70,800
5	63,900 *
6	56,455 *
7	53,148 *

AVERAGE "x" 72,997

AVERAGE ALL 72,997

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	201,644 *
2	167,448 *
3	161,200 *
4	153,500 *
5	150,000 *
6	(132,385)
7	128,150 *
8	(123,240)*
9	117,000
10	117,000
11	113,255 *
12	113,000 *

RANK	SALARY
13	110,463 *
14	106,603 *

AVERAGE "x" 135,349

AVERAGE ALL 135,349

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	136,500 *
2	135,000 *
3	(132,385)
4	125,000
5	(123,240)*
6	118,065 *
7	113,850 *
8	113,463

AVERAGE "x" 124,688

AVERAGE ALL 124,688

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	140,000 *
2	122,200 *
3	120,000 *
4	114,000 *
5	113,450 *
6	112,750 *
7	110,078
8	109,224 *
9	103,530 *
10	99,600 *
11	99,396
12	96,060 *
13	95,617 *
14	95,472 *
15	93,600 *
16	90,220 *
17	87,804
18	87,752
19	81,000 *
20	52,820

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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

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ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

(CONTINUED)

AVERAGE "X" 101,229

AVERAGE ALL 101,229

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	92,000 *
2	82,000 *
3	70,615 *
4	65,769 *
5	65,377 *
6	62,292 *
7	53,750
8	41,412

AVERAGE "X" 66,652

AVERAGE ALL 66,652

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	195,358 *
2	135,000 *
3	123,100 *
4	119,820
5	115,200 *
6	110,062
7	108,400 *
8	104,800 *
9	(102,201)
10	100,032
11	99,982 *
12	99,200 *
13	99,100 *
14	97,788 *
15	93,367 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 113,561

AVERAGE ALL 113,561

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	145,500 *
2	112,951
3	103,764 *
4	96,900 *
5	94,380 *
6	93,840 *
7	93,700 *
8	90,804
9	86,634 *
10	80,944
11	75,400
12	75,000 *
13	68,242 *
14	64,320
15	61,719 *
16	56,985 *
17	56,000 *

AVERAGE "X" 85,711

AVERAGE ALL 85,711

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	103,740 *
2	102,153 *
3	89,154 *
4	78,177 *
5	72,100 *
6	67,416
7	67,000 *
8	66,771 *
9	63,339 *
10	53,800 *
11	51,400 *
12	50,871
13	46,000

RANK SALARY
14 45,475 *

AVERAGE "X" 68,385

AVERAGE ALL 68,385

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	84,893 *
2	41,250
3	37,550 *
4	35,250 *

AVERAGE "X" 49,736

AVERAGE ALL 49,736

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	110,000 *
2	84,991 *
3	76,500 *
4	71,180 *
5	71,180 *
6	69,900 *
7	68,515 *
8	67,412
9	64,920
10	62,992
11	62,292 *
12	58,344 *
13	54,906 *
14	54,480
15	53,484 *
16	49,337 *
17	48,700 *
18	43,500
19	42,140 *

AVERAGE "X" 63,935

AVERAGE ALL 63,935

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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGIONBUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	87,500 *
2	83,000 *
3	66,100 *
4	62,800 *
5	62,700 *
6	62,646 *
7	62,148 *
8	59,661 *
9	58,906
10	57,508
11	57,504 *
12	56,693 *
13	48,400 *
14	47,520
15	45,503 *
16	45,000
17	44,184
18	44,000 *
19	41,725 *

AVERAGE "*" 57,553

AVERAGE ALL 57,553

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	129,000 *
2	95,500 *
3	93,368 *
4	87,160
5	85,980 *
6	81,171
7	71,800 *
8	70,850 *
9	67,846 *
10	67,128
11	65,184
12	57,465
13	56,222 *
14	56,000 *
15	51,420 *
16	48,610 *
17	44,050 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 72,280

AVERAGE ALL 72,280

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	78,900 *
2	68,515 *
3	65,000 *
4	59,305 *
5	58,013 *
6	57,033
7	56,800 *
8	54,204
9	50,250 *
10	46,200
11	45,840
12	41,911 *
13	41,300 *
14	41,058 *
15	40,600 *
16	37,914 *
17	37,700
18	36,775 *

AVERAGE "*" 50,962

AVERAGE ALL 50,962

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	156,300 *
2	119,601 *
3	102,200 *
4	93,975 *
5	84,893 *
6	84,630 *
7	81,378
8	80,184 *
9	75,684
10	73,200 *
11	72,456
12	69,254 *

RANK	SALARY
13	67,626 *
14	64,937 *
15	63,900 *
16	63,180 *
17	62,885 *
18	62,166 *
19	46,000

AVERAGE "*" 80,234

AVERAGE ALL 80,234

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	156,038 *
2	135,732 *
3	123,500 *
4	115,000 *
5	115,000 *
6	110,340
7	107,640
8	103,600 *
9	103,020 *
10	100,000 *
11	96,324
12	96,300 *
13	95,000 *
14	92,000
15	90,300
16	89,542 *
17	87,200 *
18	84,700 *
19	81,000 *

AVERAGE "*" 104,328

AVERAGE ALL 104,328

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	115,500 *
2	81,855 *
3	79,240
4	78,400 *
5	77,555 *

* = NASULGC

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TABLE II (CONTINUED)
CHICAGO REGION

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STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
(CONTINUED)	
6	75,500 *
7	75,100 *
8	74,133 *
9	73,008 *
10	71,800 *
11	62,004 *
12	59,000

AVERAGE "X" 76,925

AVERAGE ALL 76,925

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	98,400 *
2	81,600
3	78,540 *
4	76,248 *
5	52,290 *
6	51,713 *
7	51,000
8	50,000 *
9	45,996
10	45,320 *

AVERAGE "X" 63,111

AVERAGE ALL 63,111

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	112,000 *
2	91,800 *
3	91,600 *
4	90,565 *
5	82,000 *
6	80,766 *
7	79,692
8	74,378 *
9	73,921

RANK	SALARY
10	70,200 *
11	68,500 *
12	65,424 *
13	64,997 *
14	63,025
15	60,000
16	56,496

AVERAGE "X" 76,585

AVERAGE ALL 76,585

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	95,500 *
2	94,000 *
3	81,856 *
4	80,300 *
5	76,500 *
6	75,001 *
7	73,980 *
8	73,056
9	71,413 *
10	67,296 *
11	66,700 *
12	66,340 *
13	65,000 *
14	63,649 *
15	63,546
16	58,600 *
17	58,403
18	58,193
19	56,844
20	51,900 *
21	47,100 *

AVERAGE "X" 68,818

AVERAGE ALL 68,818

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	89,900 *
2	80,000 *
3	74,660 *

RANK	SALARY
4	74,300 *
5	69,900 *
6	69,300 *
7	67,995 *
8	67,284
9	66,754 *
10	66,063 *
11	65,900 *
12	65,800 *
13	65,424
14	65,000 *
15	62,633
16	62,196 *
17	62,196
18	61,897 *

AVERAGE "X" 68,733

AVERAGE ALL 68,733

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	104,900 *
2	99,516 *
3	93,612 *
4	88,300 *
5	84,800 *
6	83,930 *
7	79,550 *
8	77,500 *
9	74,988
10	71,784 *
11	71,020 *
12	65,477
13	63,501
14	60,401
15	54,500
16	53,820
17	52,000
18	46,000

AVERAGE "X" 73,644

AVERAGE ALL 73,644

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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGIONSTUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	144,192 *
2	123,700 *
3	121,132 *
4	119,700 *
5	110,235 *
6	107,700 *
7	92,300 *
8	91,920
9	91,738 *
10	91,217 *
11	86,508 *
12	79,549
13	78,500 *
14	77,570
15	71,352 *
16	70,008
17	59,450 *

AVERAGE "x" 95,104

AVERAGE ALL 95,104

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	79,421
2	74,556 *
3	72,492
4	71,006 *
5	65,004
6	63,190 *
7	62,900 *
8	58,390
9	57,329 *
10	56,784 *
11	55,404 *
12	55,129 *
13	53,346 *
14	51,240 *
15	47,660 *
16	36,082

RANK SALARY
(CONTINUED)

AVERAGE "x" 59,996

AVERAGE ALL 59,996

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	106,901 *
2	105,000 *
3	88,661 *
4	85,600 *
5	84,667 *

AVERAGE "x" 94,166

AVERAGE ALL 94,166

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	118,300 *
2	93,464 *
3	(89,393)
4	87,456
5	75,235
6	72,930 *
7	70,307 *
8	68,437 *
9	65,200 *
10	53,078 *
11	44,611 *
12	41,811

AVERAGE "x" 73,352

AVERAGE ALL 73,352

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	122,000 *
2	110,000 *
3	103,200 *

RANK	SALARY
4	102,688 *
5	97,237 *
6	96,000 *
7	(89,393)
8	89,367 *
9	87,975 *
10	87,000 *
11	79,929 *
12	78,326 *
13	78,192
14	78,000 *
15	77,000 *
16	74,648 *
17	73,200
18	64,724 *
19	62,000
20	60,725 *

AVERAGE "x" 85,580

AVERAGE ALL 85,580

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	90,380 *
2	80,000 *
3	78,322 *
4	78,000 *
5	77,300 *
6	75,104
7	73,277 *
8	70,200
9	69,174 *
10	66,300 *
11	64,711 *
12	63,338 *
13	62,400 *
14	61,262
15	59,300 *
16	57,996 *
17	54,174 *
18	53,640
19	51,968 *
20	49,000 *

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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

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OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

(CONTINUED)

AVERAGE "X" 66,792

AVERAGE ALL 66,792

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	112,400 *
2	109,560
3	108,200 *
4	100,956
5	97,000 *
6	93,439
7	81,084 *

AVERAGE "X" 100,377

AVERAGE ALL 100,377

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	115,850
2	111,900 *
3	110,000 *
4	98,800 *
5	92,616 *
6	80,000 *
7	78,334 *
8	63,414 *
9	56,635 *

AVERAGE "X" 89,728

AVERAGE ALL 89,728

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	146,300 *

RANK	SALARY
2	93,504 *
3	84,000 *
4	75,104
5	69,603 *
6	69,600 *
7	69,136 *
8	67,268 *
9	63,500
10	58,490
11	53,472
12	50,876 *

AVERAGE "X" 75,071

AVERAGE ALL 75,071

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

RANK	SALARY
1	120,000 *
2	86,748
3	67,828 *

AVERAGE "X" 91,525

AVERAGE ALL 91,525

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	107,100 *
2	94,110
3	75,968
4	73,300 *
5	71,700 *
6	69,105 *
7	58,680 *
8	47,516 *

AVERAGE "X" 74,685

AVERAGE ALL 74,685

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	180,400 *
2	138,000 *
3	135,732 *
4	107,304 *
5	105,000 *
6	105,000 *
7	97,500 *
8	95,850 *
9	92,000

AVERAGE "X" 117,421

AVERAGE ALL 117,421

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	100,000
2	73,543 *
3	69,611 *
4	65,004
5	59,000 *

AVERAGE "X" 73,432

AVERAGE ALL 73,432

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	115,000 *
2	102,600 *
3	80,345 *
4	75,000
5	71,470
6	69,881 *
7	66,693
8	65,004
9	59,124 *
10	56,650 *
11	55,714 *
12	55,600 *
13	50,392 *

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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGIONPUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
(CONTINUED)	
14	45,511 *
15	40,920
16	40,128 *

AVERAGE "*" 65,127

AVERAGE ALL 65,627

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	131,183 *
2	110,736 *
3	109,500 *
4	52,709

AVERAGE "*" 101,032

AVERAGE ALL 101,032

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	228,500 *
2	155,100 *
3	127,081
4	123,200 *
5	(120,828)

AVERAGE "*" 150,942

AVERAGE ALL 150,942

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	147,680 *
2	130,000 *
3	(120,828)
4	(116,000)*

RANK	SALARY
5	(100,400)*
6	99,500 *
7	95,115 *
8	89,652
9	87,250
10	83,188 *
AVERAGE "*" 106,961	

AVERAGE ALL 106,961

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	128,485 *
2	87,430 *
3	87,017 *
4	80,100 *
5	78,400 *
6	78,318 *
7	74,208
8	74,200
9	70,968 *
10	69,410 *
11	62,892
12	60,000 *
13	57,500 *
14	55,458
15	55,021 *
16	50,062 *
17	42,432 *

AVERAGE "*" 71,288

AVERAGE ALL 71,288

DEANS:
AGRICULTURE

RANK	SALARY
1	147,250 *
2	144,850 *
3	135,000 *
4	132,500 *
5	129,457 *
6	128,500 *
7	90,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 129,651

AVERAGE ALL 129,651

DEANS:
ARCHITECTURE

RANK	SALARY
1	122,300 *
2	121,900 *
3	116,874 *
4	116,472 *
5	111,826 *
6	101,150 *

AVERAGE "*" 115,087

AVERAGE ALL 115,087

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	183,800 *
2	182,600 *
3	161,028 *
4	137,500 *
5	131,334 *
6	130,000 *
7	114,500
8	114,400 *
9	110,160
10	106,717 *
11	103,200 *
12	103,000 *
13	97,800 *
14	97,785
15	93,156

AVERAGE "*" 124,465

AVERAGE ALL 124,465

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

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DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	211,500 *
2	176,300 *
3	169,950 *
4	165,000 *
5	159,000 *
6	155,808 *
7	143,800 *
8	138,522 *
9	134,967 *
10	121,167 *
11	119,061 *
12	112,551 *
13	109,725 *
14	108,500 *
15	106,080 *
16	105,571 *
17	104,600 *
18	103,200 *
19	100,260 *
20	95,568 *

AVERAGE "x" 132,057

AVERAGE ALL 132,057

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	112,000 *
2	108,500 *
3	102,323 *
4	100,721 *
5	100,000 *
6	94,600 *
7	94,417 *
8	93,318 *
9	91,567 *
10	91,272 *
11	90,747 *
12	82,456 *
13	72,100 *
14	69,300 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 93,094

AVERAGE ALL 93,094

DEANS:
EDUCATION

RANK	SALARY
1	132,800 *
2	132,500 *
3	129,500 *
4	127,600 *
5	125,000 *
6	117,000 *
7	113,581 *
8	110,400 *
9	108,700 *
10	108,000 *
11	104,215 *
12	103,530 *
13	98,500 *
14	97,700 *
15	97,300 *
16	96,504 *
17	95,592 *
18	95,000 *
19	88,836 *
20	85,550 *

AVERAGE "x" 108,390

AVERAGE ALL 108,390

DEANS:
ENGINEERING

RANK	SALARY
1	177,800 *
2	170,000 *
3	161,028 *
4	158,300 *
5	154,880 *
6	152,250 *
7	142,000 *
8	139,500 *
9	130,599 *
10	130,000 *

RANK	SALARY
11	127,500 *
12	122,000 *
13	121,656 *
14	110,884 *
15	97,600 *
16	90,000 *

AVERAGE "x" 136,625

AVERAGE ALL 136,625

DEANS:
FINE ARTS

RANK	SALARY
1	120,700 *
2	120,000 *
3	104,040 *
4	102,900 *
5	100,000 *
6	98,916 *
7	94,800 *
8	93,523 *
9	92,400 *
10	90,204 *
11	86,435 *

AVERAGE "x" 100,356

AVERAGE ALL 100,356

DEANS:
GRADUATE

RANK	SALARY
1	153,800 *
2	142,000 *
3	131,840 *
4	130,700 *
5	117,684 *
6	(116,000) *
7	113,300 *
8	(100,400) *
9	99,504 *
10	94,548 *
11	80,000 *

UNIVERSITY OF ARKANSAS
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* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGIONDEANS:
GRADUATE

(CONTINUED)

AVERAGE "*" 116,343

AVERAGE ALL 116,343

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	(120,828)
2	119,500 *
3	89,407

AVERAGE "*" 109,912

AVERAGE ALL 109,912

DEANS:
HOME ECONOMICS

RANK	SALARY
1	123,840 *
2	120,517 *
3	115,917 *
4	108,200 *

AVERAGE "*" 117,119

AVERAGE ALL 117,119

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	107,000 *
2	104,300 *
3	103,144 *
4	100,500 *

AVERAGE "*" 103,736

AVERAGE ALL 103,736

DEANS:
LAW

RANK	SALARY
1	196,100 *
2	170,000
3	166,020 *
4	165,000 *
5	154,800 *
6	150,150 *
7	148,892 *
8	144,336
9	136,500 *
10	130,704 *
11	108,000

AVERAGE "*" 151,864

AVERAGE ALL 151,864

DEANS:
LIBERAL ARTS

RANK	SALARY
1	133,000 *
2	132,980 *
3	97,000 *
4	97,000
5	93,192 *

AVERAGE "*" 110,634

AVERAGE ALL 110,634

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	178,300 *
2	107,000 *
3	97,708 *
4	97,000 *
5	95,810 *
6	78,000

AVERAGE "*" 108,970

AVERAGE ALL 108,970

DEANS:
MUSIC

RANK	SALARY
1	140,500 *
2	134,287 *
3	125,500 *
4	90,420 *
5	80,000 *

AVERAGE "*" 114,141

AVERAGE ALL 114,141

DEANS:
SCIENCE

RANK	SALARY
1	135,250 *
2	131,500
3	129,400 *
4	120,000
5	91,008 *

AVERAGE "*" 121,432

AVERAGE ALL 121,432

DEANS:
SOCIAL WORK

RANK	SALARY
1	139,800 *
2	126,600 *
3	104,675
4	92,217 *
5	86,000 *
6	82,914 *

AVERAGE "*" 105,368

AVERAGE ALL 105,368

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	107,730 *

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
(CONTINUED)	
2	95,880 *
3	95,004 *
4	48,250

AVERAGE "*" 86,716

AVERAGE ALL 86,716

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	177,300 *
2	132,350 *
3	125,645 *
4	124,812 *

AVERAGE "*" 140,027

AVERAGE ALL 140,027

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	127,800 *
2	(118,536)
3	104,040 *
4	99,838 *
5	91,520 *

AVERAGE "*" 108,347

AVERAGE ALL 108,347

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	294,800 *
2	274,841
3	260,314 *
4	230,000 *

RANK	SALARY
5	167,867 *
6	142,800 *
7	141,018 *
8	135,950 *

AVERAGE "*" 205,949

AVERAGE ALL 205,949

MEDICAL DEANS:
NURSING

RANK	SALARY
1	154,800 *
2	124,800 *
3	122,384 *
4	122,105 *
5	121,552 *
6	121,419 *
7	115,000 *
8	110,970
9	99,000 *
10	94,800
11	92,550 *

AVERAGE "*" 116,307

AVERAGE ALL 116,307

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	164,300 *
2	140,500 *
3	138,500 *
4	133,000 *
5	120,265 *
6	(118,536)
7	103,827 *
8	102,858 *

AVERAGE "*" 127,723

AVERAGE ALL 127,723

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	135,850 *
2	128,000 *
3	127,930 *
4	127,000 *
5	119,800 *

AVERAGE "*" 127,716

AVERAGE ALL 127,716

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES
REPRESENTING FORTY SEVEN STATES
BY EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The Universities participating from this region are:

- *UNIVERSITY OF ARKANSAS FAYETTEVILLE
- *LOUISIANA STATE UNIVERSITY
- *NEW MEXICO STATE UNIVERSITY
- *UNIVERSITY OF NEW MEXICO
- *OKLAHOMA STATE UNIVERSITY
- *UNIVERSITY OF OKLAHOMA
- EAST TEXAS STATE UNIVERSITY
- *UNIVERSITY OF NORTH TEXAS
- *TEXAS A&M UNIVERSITY
- *TEXAS TECH UNIVERSITY
- TEXAS WOMEN'S UNIVERSITY
- *UNIVERSITY OF TEXAS AT AUSTIN
- *UNIVERSITY OF HOUSTON
- UNIVERSITY OF TEXAS AT DALLAS

* Member of the National Association of State and Universities
Land-Grant Colleges.

TABLE II (CONTINUED)
DALLAS REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	190,000 *
2	153,000 *
3	153,000 *
4	142,800
5	111,990

AVERAGE "*" 150,158

AVERAGE ALL 150,158

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	200,000 *
2	178,000 *
3	175,000
4	165,000
5	157,544 *
6	156,046 *
7	135,000 *
8	126,360 *

AVERAGE "*" 161,619

AVERAGE ALL 161,619

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	106,666
2	86,729 *
3	73,560 *
4	73,000 *
5	70,276
6	66,350 *
7	62,400 *
8	58,938
9	54,000 *
10	48,060 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 69,998

AVERAGE ALL 69,998

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	124,500 *
2	105,180 *
3	96,300
4	89,
5	82,500 *
6	80,870 *
7	80,280 *
8	79,568 *
9	76,086 *
10	64,470
11	61,707

AVERAGE "*" 85,566

AVERAGE ALL 85,566

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	70,073
2	69,000 *
3	63,000 *
4	57,504 *
5	55,182 *
6	52,530 *
7	48,167 *
8	48,000 *
9	45,798 *
10	36,050

AVERAGE "*" 54,530

AVERAGE ALL 54,530

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	80,001 *
2	(73,000)*
3	70,000 *
4	63,697 *
5	61,524 *
6	61,261 *
7	59,868 *
8	57,380 *
9	42,346

AVERAGE "*" 63,231

AVERAGE ALL 63,231

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	103,020 *
2	95,000 *
3	93,982 *
4	77,703 *
5	74,606
6	74,299
7	60,394

AVERAGE "*" 82,715

AVERAGE ALL 82,715

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION
ADMINISTRATOR

RANK	SALARY
1	95,040 *
2	59,479 *
3	55,846 *

AVERAGE "*" 70,122

AVERAGE ALL 70,122

TABLE II (CONTINUED)
DALLAS REGIONACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	241,000 *
2	120,000 *
3	111,391
4	103,743 *
5	95,350 *
6	92,019 *
7	87,445

AVERAGE "*" 121,564

AVERAGE ALL 121,564

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	140,004 *
2	140,000 *
3	139,999 *
4	139,100
5	138,909 *
6	136,000
7	126,100 *
8	124,579 *

AVERAGE "*" 135,586

AVERAGE ALL 135,586

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	115,000 *
2	102,801 *
3	95,000 *
4	88,700
5	85,500 *
6	85,320 *
7	84,073 *
8	82,595 *
9	81,761 *
10	80,628 *
11	79,659 *
12	77,939

RANK	SALARY
13	76,491
14	62,022

AVERAGE "*" 85,535

AVERAGE ALL 85,535

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	92,882 *
2	86,000 *
3	65,593
4	56,319 *

AVERAGE "*" 75,199

AVERAGE ALL 75,199

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	135,000 *
2	127,152 *
3	124,836 *
4	116,050 *
5	113,503
6	109,156 *
7	108,462 *
8	104,000 *
9	103,768 *
10	101,296
11	98,174 *
12	96,733 *
13	96,000
14	87,445

AVERAGE "*" 108,684

AVERAGE ALL 108,684

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	100,000 *

RANK	SALARY
2	93,982 *
3	89,735
4	87,720 *
5	75,450 *
6	75,108 *
7	68,949 *
8	68,000 *
9	65,550
10	56,426
11	53,700
12	50,625 *

AVERAGE "*" 73,770

AVERAGE ALL 73,770

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	67,932 *
2	59,071 *
3	59,040 *
4	55,724 *
5	51,000
6	47,426 *
7	43,882 *
8	43,850 *
9	38,103
10	29,412

AVERAGE "*" 49,544

AVERAGE ALL 49,544

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	89,400 *
2	70,862 *
3	65,001 *
4	59,676 *
5	56,650 *
6	48,497
7	38,071

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

Page 69

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK SALARY
(CONTINUED)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

(CONTINUED)

AVERAGE "x" 61,165

AVERAGE ALL 61,165

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	71,340 *
2	65,000
3	63,650 *
4	61,139
5	58,500 *
6	55,956 *
7	54,041 *
8	54,000 *
9	53,575 *
10	52,716 *
11	51,700
12	49,337 *
13	42,436

AVERAGE "x" 56,415

AVERAGE ALL 56,415

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	72,000 *
2	71,069 *
3	68,004 *
4	66,000 *
5	65,340 *
6	57,235
7	52,470 *
8	51,206
9	51,078
10	51,000
11	49,516 *
12	47,741 *
13	45,150 *

AVERAGE "x" 57,524

AVERAGE ALL 57,524

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	85,675
2	82,315 *
3	76,648 *
4	70,190 *
5	70,000 *
6	64,162 *
7	62,220 *
8	58,557
9	53,240 *
10	49,416 *

AVERAGE "x" 67,242

AVERAGE ALL 67,242

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	52,150
2	46,200 *
3	45,000 *
4	44,438 *
5	40,362 *
6	39,707 *
7	37,303
8	36,672 *
9	33,612
10	30,026

AVERAGE "x" 40,547

AVERAGE ALL 40,547

RANK	SALARY
1	83,208 *
2	82,711
3	79,000 *
4	76,000 *
5	75,000 *
6	69,480 *
7	67,319 *
8	65,000 *
9	62,076
10	60,040 *
11	57,800
12	55,962 *
13	49,200 *
14	43,260

AVERAGE "x" 66,147

AVERAGE ALL 66,147

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	125,000 *
2	119,500 *
3	107,399
4	102,400 *
5	99,273 *
6	96,264 *
7	93,627 *
8	90,041
9	89,500 *
10	87,445 *
11	82,750
12	81,742
13	80,890

AVERAGE "x" 96,692

AVERAGE ALL 96,602

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGIONSTUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	72,799 *
2	69,722
3	69,649 *
4	65,000 *
5	60,900 *
6	60,000 *
7	57,169
8	55,210 *
9	49,625 *
10	48,495 *

AVERAGE "X" 60,857

AVERAGE ALL 60,857

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	92,171 *
2	74,004 *
3	57,800
4	46,900 *
5	45,955 *
6	40,000 *

AVERAGE "X" 59,472

AVERAGE ALL 59,472

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	93,802 *
2	81,284 *
3	66,524 *
4	63,636
5	62,831 *
6	58,676 *
7	55,692 *
8	53,980
9	48,162 *
10	47,860 *
11	45,000 *

RANK	SALARY
12	42,748 *
13	42,346
14	37,573

AVERAGE "X" 57,151

AVERAGE ALL 57,151

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	77,000 *
2	74,898 *
3	74,100 *
4	66,868
5	59,180 *
6	58,360 *
7	53,990 *
8	53,980
9	52,492
10	52,240 *
11	51,296
12	50,000 *
13	43,894 *

AVERAGE "X" 59,100

AVERAGE ALL 59,100

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	81,000 *
2	73,488 *
3	62,531 *
4	62,076
5	61,241
6	57,937 *
7	56,869 *
8	54,370 *
9	52,328 *
10	50,000 *
11	49,625 *
12	45,500 *
13	44,405
14	39,227

RANK SALARY
(CONTINUED)

AVERAGE "X" 56,471

AVERAGE ALL 56,471

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	66,340 *
2	65,311
3	62,640 *
4	61,480 *
5	57,120 *
6	52,667 *
7	51,058 *
8	47,604
9	39,000
10	38,004 *
11	36,191 *

AVERAGE "X" 52,492

AVERAGE ALL 52,492

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	125,000 *
2	110,366 *
3	89,414
4	83,412 *
5	80,024 *
6	79,992 *
7	74,970
8	63,723
9	63,440 *
10	48,000 *
11	45,750
12	44,558 *

AVERAGE "X" 75,721

AVERAGE ALL 75,721

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	67,000 *
2	64,022 *
3	59,673 *
4	59,328 *
5	50,287 *
6	49,853 *
7	48,175 *
8	44,300 *
9	43,862 *
10	40,598
11	38,151
12	35,655
13	34,930

AVERAGE "*" 48,833

AVERAGE ALL 48,833

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	96,122 *
2	94,973 *
3	82,000 *

AVERAGE "*" 91,032

AVERAGE ALL 91,032

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	74,000 *
2	(71,828)*
3'	70,550 *
4	62,000
5	60,000 *

AVERAGE "*" 67,676

AVERAGE ALL 67,676

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	81,048 *
2	79,740
3	79,335 *
4	77,010 *
5	77,000 *
6	76,400
7	74,544 *
8	72,195 *
9	72,120 *
10	(71,828)*
11	70,778 *
12	64,450
13	56,608 *
14	47,441

AVERAGE "*" 71,464

AVERAGE ALL 71,464

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	71,625 *
2	67,078 *
3	63,516 *
4	62,733 *
5	61,850 *
6	59,500 *
7	57,332 *
8	57,311 *
9	53,645
10	51,990 *
11	49,212 *
12	46,700
13	42,804
14	42,579

AVERAGE "*" 56,277

AVERAGE ALL 56,277

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	117,500 *
2	111,660 *
3	103,052 *
4	100,835 *
5	95,500 *
6	88,200 *
7	(86,417)*
8	86,231
9	82,250

AVERAGE "*" 96,849

AVERAGE ALL 96,849

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	132,500 *
2	110,124 *
3	78,778 *
4	60,925 *

AVERAGE "*" 95,582

AVERAGE ALL 95,582

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	98,977
2	98,500 *
3	78,716 *
4	77,540 *
5	58,655 *
6	56,715 *
7	56,000 *
8	51,975 *
9	46,414
10	45,000
11	42,955 *
12	40,476 *

TABLE II (CONTINUED)
DALLAS REGIONPUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

(CONTINUED)

AVERAGE "*" 62,660

AVERAGE ALL 62,660

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
LEGISLATIVE RELATIONS

RANK	SALARY
1	101,000 *
2	90,930 *
3	87,000 *

AVERAGE "*" 92,977

AVERAGE ALL 92,977

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	88,800 *
2	86,900
3	86,268 *

AVERAGE "*" 87,323

AVERAGE ALL 87,323

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	155,000 *
2	115,000 *
3	(86,417)*
4	77,717 *
5	77,576 *

AVERAGE "*" 102,342

AVERAGE ALL 102,342

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	100,000 *
2	84,999
3	83,197 *
4	67,619 *
5	55,000
6	53,589 *
7	45,905 *
8	44,579

AVERAGE "*" 66,861

AVERAGE ALL 66,861

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	74,202 *
2	71,110 *
3	69,411 *
4	66,825
5	59,435 *
6	57,070 *
7	41,200
8	41,090 *
9	34,844
10	31,000 *

AVERAGE "*" 54,619

AVERAGE ALL 54,619

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	104,000 *
2	90,000 *
3	38,456 *

AVERAGE "*" 77,485

AVERAGE ALL 77,485

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	111,419 *
2	109,200 *
3	105,497 *
4	100,321 *

AVERAGE "*" 106,609

AVERAGE ALL 106,609

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	138,996 *
2	116,260
3	116,127 *
4	(98,462)*
5	98,000 *
6	(89,426)*
7	86,051

AVERAGE "*" 106,189

AVERAGE ALL 106,189

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	76,872 *
2	75,000 *
3	73,442
4	70,019 *
5	67,000 *
6	67,000 *
7	66,407
8	61,728 *
9	56,832 *
10	55,976
11	53,575 *

AVERAGE "*" 65,805

AVERAGE ALL 65,805

TABLE II (CONTINUED)
DALLAS REGION

DEANS:
AGRICULTURE

RANK	SALARY
1	175,100 *
2	115,000 *
3	111,180 *
4	106,766 *
5	100,433 *
6	95,000 *

AVERAGE "x" 117,247

AVERAGE ALL 117,247

DEANS:
ARCHITECTURE

RANK	SALARY
1	123,000 *
2	101,304 *
3	100,000 *
4	96,771 *
5	95,850
6	93,628 *
7	91,970 *
8	91,443 *

AVERAGE "x" 99,246

AVERAGE ALL 99,246

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	115,000 *
2	106,889 *
3	106,088 *
4	102,500
5	101,460 *
6	100,464 *
7	99,900 *
8	95,000 *
9	81,495
10	79,190

RANK SALARY
(CONTINUED)

AVERAGE "x" 98,799

AVERAGE ALL 98,799

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	175,000 *
2	165,000 *
3	163,768 *
4	158,379 *
5	152,250 *
6	134,405
7	122,004 *
8	116,576 *
9	116,000 *
10	111,558 *
11	106,603 *
12	79,990

AVERAGE "x" 133,461

AVERAGE ALL 133,461

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	102,000 *
2	93,347 *
3	86,056 *
4	80,255 *
5	77,479 *
6	74,902 *
7	66,538
8	58,000 *

AVERAGE "x" 79,822

AVERAGE ALL 79,822

DEANS:
EDUCATION

RANK	SALARY
1	152,000 *
2	122,004 *
3	106,111 *
4	100,238 *
5	100,000 *
6	100,000 *
7	98,809 *
8	98,800 *
9	98,500 *
10	94,340
11	90,252 *
12	77,648
13	75,875

AVERAGE "x" 101,121

AVERAGE ALL 101,121

DEANS:
ENGINEERING

RANK	SALARY
1	175,000 *
2	170,001 *
3	133,232
4	130,909 *
5	130,000
6	120,500 *
7	117,408 *
8	114,820 *
9	114,726 *
10	110,434 *
11	105,678 *

AVERAGE "x" 129,337

AVERAGE ALL 129,337

DEANS:
FINE ARTS

RANK	SALARY
1	135,000 *
2	100,700 *
3	99,000 *

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGIONDEANS:
FINE ARTS

RANK	SALARY
(CONTINUED)	
4	80,900
5	67,114 *

AVERAGE "*" 96,543

AVERAGE ALL 96,543

DEANS:
GRADUATE

RANK	SALARY
1	146,078 *
2	100,115 *
3	(98,462)*
4	94,500 *
5	92,667
6	90,000 *
7	(89,426)*
8	79,324

AVERAGE "*" 98,822

AVERAGE ALL 98,822

DEANS:
HOME ECONOMICS

RANK	SALARY
1	105,372 *
2	104,928 *
3	88,913 *
4	77,000 *

AVERAGE "*" 94,053

AVERAGE ALL 94,053

DEANS:
LAW

RANK	SALARY
1	148,555 *
2	137,500 *

RANK	SALARY
3	136,312 *
4	129,842 *
5	124,300

AVERAGE "*" 135,302

AVERAGE ALL 135,302

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	111,000 *
2	91,000 *
3	88,915 *
4	74,632

AVERAGE "*" 91,387

AVERAGE ALL 91,387

DEANS:
SCIENCE

RANK	SALARY
1	184,500 *
2	140,000 *
3	114,649 *
4	110,912

AVERAGE "*" 137,515

AVERAGE ALL 137,515

DEANS:
SOCIAL WORK

RANK	SALARY
1	117,000 *
2	100,010 *
3	92,000 *

AVERAGE "*" 103,003

AVERAGE ALL 103,003

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	107,496 *
2	91,997
3	90,000 *
4	83,550
5	69,062 *

AVERAGE "*" 88,421

AVERAGE ALL 88,421

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	170,000
2	96,629
3	94,500 *
4	80,334

AVERAGE "*" 110,366

AVERAGE ALL 110,366

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	189,257 *
2	165,224
3	128,849 *

AVERAGE "*" 161,110

AVERAGE ALL 161,110

MEDICAL DEANS:
NURSING

RANK	SALARY
1	132,000 *
2	95,400
3	91,824

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

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MEDICAL DEANS:
NURSING

(CONTINUED)

AVERAGE "*" 106,408

AVERAGE ALL 106,408

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	154,000 *
2	113,302 *
3	84,800

AVERAGE "*" 117,367

AVERAGE ALL 117,367

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	149,116 *
2	117,420 *
3	105,000 *

AVERAGE "*" 123,845

AVERAGE ALL 123,845

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES
REPRESENTING FORTY SEVEN STATES
BY EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The Universities participating from this region are:

- *COLORADO STATE UNIVERSITY
- *UNIVERSITY OF NORTHERN COLORADO
- *MONTANA STATE UNIVERSITY-BOZEMAN
- *NORTH DAKOTA STATE UNIVERSITY
- *UNIVERSITY OF UTAH
- *UTAH STATE UNIVERSITY
- *UNIVERSITY OF WYOMING
- *UNIVERSITY OF COLORADO AT BOULDER

* Member of the National Association of State and Universities
Land-Grant Colleges.

TABLE II (CONTINUED)
DENVER REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	156,000 *
2	147,642 *
3	135,198 *
4	126,048 *
5	125,000
6	102,643 *

AVERAGE "*" 132,089

AVERAGE ALL 132,089

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	87,024 *
2	64,222 *
3	62,481 *
4	61,770 *
5	41,500

AVERAGE "*" 63,399

AVERAGE ALL 63,399

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	97,279 *
2	95,600 *
3	80,500 *
4	77,500 *
5	67,000
6	53,724 *
7	53,000 *

AVERAGE "*" 74,943

AVERAGE ALL 74,943

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	64,855 *
2	62,475 *
3	62,000 *
4	55,200 *
5	51,500 *
6	46,170
7	45,000 *
8	39,240 *

AVERAGE "*" 53,305

AVERAGE ALL 53,305

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	65,252 *
2	64,125
3	57,300 *
4	48,960 *
5	44,220 *

AVERAGE "*" 55,971

AVERAGE ALL 55,971

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	112,269 *
2	66,488 *
3	49,956 *
4	45,396 *

AVERAGE "*" 68,527

AVERAGE ALL 68,527

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION
ADMINISTRATOR

RANK	SALARY
1	65,886 *
2	62,000 *
3	47,381 *

AVERAGE "*" 58,422

AVERAGE ALL 58,422

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	130,795 *
2	129,600 *
3	116,816 *
4	93,421 *
5	(85,000)*

AVERAGE "*" 111,126

AVERAGE ALL 111,126

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	114,984 *
2	107,730
3	107,760 *
4	(85,000)*

AVERAGE "*" 103,854

AVERAGE ALL 103,854

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	105,139 *
2	103,500 *
3	88,135 *
4	85,000
5	84,569 *

* = NASULGC

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TABLE II (CONTINUED)
DENVER REGIONACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
4	57,648 *
5	54,075 *
6	52,020 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	52,866

RANK	SALARY (CONTINUED)
6	79,068 *
7	68,000 *
8	63,280 *

AVERAGE "*" 66,825

AVERAGE ALL 52,866

AVERAGE ALL 66,825

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

AVERAGE "*" 84,586

AVERAGE ALL 84,586

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	84,800 *
2	72,620 *
3	68,661 *
4	53,880 *

RANK	SALARY
1	60,000
2	59,125 *
3	57,500 *
4	48,120 *
5	27,388 *
6	25,852 *

RANK	SALARY
1	77,625 *
2	75,708 *
3	68,337 *
4	65,000 *

AVERAGE "*" 69,990

AVERAGE "*" 46,331

AVERAGE ALL 69,990

AVERAGE ALL 46,331

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGERBUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

AVERAGE "*" 71,668

AVERAGE ALL 71,668

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	84,800 *
2	48,372 *
3	37,287 *

RANK	SALARY
1	81,000 *
2	78,000 *
3	74,905 *
4	74,268 *
5	67,132
6	54,502 *

RANK	SALARY
1	113,396 *
2	95,100 *
3	93,072 *
4	89,000
5	88,270 *
6	86,000 *

AVERAGE "*" 56,820

AVERAGE "*" 71,635

AVERAGE ALL 56,820

AVERAGE ALL 71,635

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASINGBUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

AVERAGE "*" 94,140

AVERAGE ALL 94,140

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	69,300 *
2	63,415 *
3	61,425 *
4	48,972 *
5	48,000 *
6	41,208 *
7	37,740 *

RANK	SALARY
1	55,010 *
2	41,556 *
3	36,012 *
4	34,740 *
5	33,959 *

RANK	SALARY
1	86,814 *
2	82,045 *
3	68,350 *

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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
DENVER REGION

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
2	56,702
3	52,524 *

RANK	SALARY
5	46,929 *
6	45,560 *
7	43,800 *

(CONTINUED)

AVERAGE "x" 57,075

AVERAGE "x" 53,579

AVERAGE "x" 40,255

AVERAGE ALL 57,075

AVERAGE ALL 53,579

AVERAGE ALL 40,255

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	77,500 *
2	77,095 *
3	71,800 *
4	66,636 *
5	60,996
6	54,588 *
7	49,609 *
8	46,500 *

RANK	SALARY
1	77,407 *
2	68,000 *
3	65,837 *
4	60,000 *
5	56,975
6	(52,500)*
7	51,880 *
8	45,500 *

RANK	SALARY
1	79,000 *
2	75,000 *
3	59,634 *
4	59,010 *
5	58,000 *
6	56,788 *
7	56,430
8	47,112 *

AVERAGE "x" 59,762

AVERAGE "x" 61,372

AVERAGE "x" 63,091

AVERAGE ALL 59,762

AVERAGE ALL 61,372

AVERAGE ALL 63,091

STUDENT AFFAIRS OFFICERS:
REGISTRAR

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	108,929 *
2	97,470
3	88,850 *
4	87,900 *
5	80,232 *
6	78,689 *
7	78,000 *
8	78,000 *

RANK	SALARY
1	80,322 *
2	64,200 *
3	56,430
4	(52,500)*
5	52,068 *
6	51,016 *
7	44,000 *

RANK	SALARY
1	99,060 *
2	91,800 *
3	72,954 *
4	64,572
5	62,000 *
6	45,667 *

AVERAGE "x" 57,219

AVERAGE "x" 72,676

AVERAGE ALL 57,219

AVERAGE ALL 72,676

AVERAGE "x" 87,259

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	62,000 *

RANK	SALARY
1	81,580 *
2	57,443
3	51,768 *
4	47,976 *

RANK	SALARY
1	60,225 *
2	48,900 *
3	48,300 *
4	47,709

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* = NASULGC

TABLE II (CONTINUED)
DENVER REGIONSTUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
(CONTINUED)	
5	45,432 *
6	43,311 *
7	41,774 *
8	41,100 *

AVERAGE "*" 47,094

AVERAGE ALL 47,094

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	84,700 *
2	66,216 *
3	63,840 *
4	60,000 *
5	59,148 *
6	58,000 *

AVERAGE "*" 65,317

AVERAGE ALL 65,317

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	101,890 *
2	68,450
3	67,935 *
4	63,132 *
5	63,000 *

AVERAGE "*" 72,881

AVERAGE ALL 72,881

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	73,200 *

RANK	SALARY
2	71,955 *
3	67,150 *
4	51,756 *
5	44,610 *
6	37,620 *
7	30,008 *

AVERAGE "*" 53,757

AVERAGE ALL 53,757

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	110,743 *
2	93,700 *
3	72,000 *

AVERAGE "*" 92,148

AVERAGE ALL 92,148

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	78,000 *
2	71,565 *
3	57,721 *
4	56,844 *
5	48,362 *
6	48,104 *

AVERAGE "*" 60,099

AVERAGE ALL 60,099

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	75,252 *
2	74,628 *
3	65,300 *
4	56,430

RANK SALARY
(CONTINUED)

AVERAGE "*" 67,903

AVERAGE ALL 67,903

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,288
2	79,413 *
3	54,000 *
4	51,192 *

AVERAGE "*" 68,723

AVERAGE ALL 68,723

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	75,128 *
2	72,696 *
3	54,000 *
4	46,700 *
5	45,348 *
6	45,000 *
7	41,772

AVERAGE "*" 54,378

AVERAGE ALL 54,378

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	132,676 *
2	120,905 *
3	105,000 *
4	92,520 *
5	85,000 *

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* = NASULGC

TABLE II (CONTINUED)
DENVER REGION

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RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

(CONTINUED)

AVERAGE "*" 107,220

AVERAGE ALL 107,220

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	86,665 *
2	84,538 *
3	65,976 *
4	62,769 *
5	59,120
6	44,985 *

AVERAGE "*" 67,342

AVERAGE ALL 67,342

DEANS:
AGRICULTURE

RANK	SALARY
1	126,700 *
2	96,108 *
3	95,900 *
4	84,245 *
5	83,750 *

AVERAGE "*" 97,343

AVERAGE ALL 97,343

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	123,000 *
2	92,112 *
3	89,878
4	82,555 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 96,886

AVERAGE ALL 96,886

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	120,175 *
2	115,683 *
3	110,000 *
4	95,124 *
5	91,728 *
6	73,020 *

AVERAGE "*" 100,955

AVERAGE ALL 100,955

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	88,433 *
2	77,559 *
3	75,000 *
4	56,358 *

AVERAGE "*" 74,338

AVERAGE ALL 74,338

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	103,500 *
2	95,768 *
3	73,884 *

AVERAGE "*" 91,051

AVERAGE ALL 91,051

DEANS:
EDUCATION

RANK	SALARY
1	105,236 *
2	89,878
3	84,727 *
4	81,915 *
5	76,620
6	72,332

AVERAGE "*" 85,118

AVERAGE ALL 85,118

DEANS:
ENGINEERING

RANK	SALARY
1	155,000 *
2	133,000 *
3	101,103 *
4	97,272 *
5	95,472 *
6	84,835 *
7	81,800 *

AVERAGE "*" 106,926

AVERAGE ALL 106,926

DEANS:
FINE ARTS

RANK	SALARY
1	90,296
2	83,500
3	69,031

AVERAGE "*" 80,9

AVERAGE ALL 80,9

DEANS:
GRADUATE

RANK	SALARY
1	(119,101) *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
DENVER REGIONDEANS:
GRADUATE

RANK	SALARY
4	82,200 *

AVERAGE "*" 99,862

AVERAGE ALL 99,862

RANK	SALARY
(CONTINUED)	
2	98,800 *
3	91,190 *
4	83,500 *
5	82,752 *
6	81,067 *
7	77,053
8	76,088 *

AVERAGE "*" 88,694

AVERAGE ALL 88,694

DEANS:
HUMANITIESMEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	98,604 *
2	87,826
3	66,005 *

AVERAGE "*" 84,145

AVERAGE ALL 84,145

RANK	SALARY
1	87,194 *
2	75,300 *
3	71,467 *

AVERAGE "*" 77,987

AVERAGE ALL 77,987

DEANS:
LAW

RANK	SALARY
1	125,146 *
2	123,450 *
3	115,608 *

AVERAGE "*" 121,401

AVERAGE ALL, 121,401

DEANS:
SCIENCE

RANK	SALARY
1	108,000 *
2	107,840 *
3	101,408 *

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES
REPRESENTING FORTY SEVEN STATES
BY EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The Universities participating from this region are:

- *IOWA STATE UNIVERSITY
- *KANSAS STATE UNIVERSITY
- *UNIVERSITY OF KANSAS
- *UNIVERSITY OF MISSOURI-COLUMBIA
- *UNIVERSITY OF MISSOURI-KANSAS CITY
- *UNIVERSITY OF NEBRASKA-LINCOLN

* Member of the National Association of State and Universities
Land-Grant Colleges.

TABLE II (CONTINUED)
KANSAS CITY REGIONADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	182,100 *
2	166,000 *
3	151,050 *
4	143,222
5	135,000 *

AVERAGE "*" 155,474

AVERAGE ALL 155,474

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	120,000 *
2	89,595 *
3	88,266
4	82,400 *
5	81,750 *
6	55,543 *

AVERAGE "*" 86,259

AVERAGE ALL 86,259

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	113,000 *
2	102,938 *
3	82,302
4	73,500 *
5	70,000 *
6	63,600 *

AVERAGE "*" 84,223

AVERAGE ALL 84,223

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	(128,500)*
2	78,500 *
3	72,100 *
4	70,606 *
5	63,000
6	62,400 *

AVERAGE "*" 79,184

AVERAGE ALL 79,184

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	(128,500)*
2	86,110 *
3	72,800 *
4	72,777
5	66,144 *

AVERAGE "*" 85,266

AVERAGE ALL 85,266

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	81,153 *
2	77,300 *
3	46,536

AVERAGE "*" 68,330

AVERAGE ALL 68,330

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	133,554 *
2	111,600 *
3	106,175 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 117,110

AVERAGE ALL 117,110

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	113,000 *
2	103,971 *
3	95,000 *
4	91,050 *
5	86,718
6	82,000 *

AVERAGE "*" 95,290

AVERAGE ALL 95,290

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	80,734 *
2	79,468 *
3	55,030 *

AVERAGE "*" 71,744

AVERAGE ALL 71,744

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	135,200 *
2	130,000 *
3	110,000 *
4	108,441
5	73,892 *

AVERAGE "*" 111,507

AVERAGE ALL 111,507

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGION

Page 85

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	92,623 *
2	74,250 *
3	73,092

AVERAGE "x" 79,988

AVERAGE ALL 79,988

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	91,070 *
2	66,000 *
3	59,000 *
4	52,836
5	52,000 *
6	49,325 *

AVERAGE "x" 61,705

AVERAGE ALL 61,705

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	56,600 *
2	54,807
3	43,269 *

AVERAGE "x" 51,559

AVERAGE ALL 51,559

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(128,500) *
2	81,840 *
3	72,000 *
4	67,704
5	58,250 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 81,659

AVERAGE ALL 81,659

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	66,000 *
2	62,123 *
3	49,600 *
4	45,603
5	42,489 *

AVERAGE "x" 53,163

AVERAGE ALL 53,163

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	73,000 *
2	72,975 *
3	68,616 *
4	63,000 *
5	63,000

AVERAGE "x" 68,118

AVERAGE ALL 68,118

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	148,369
2	117,000 *
3	115,611 *
4	115,000 *
5	97,780 *
6	95,000 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 114,793

AVERAGE ALL 114,793

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	80,196
2	80,000 *
3	77,669 *

AVERAGE "x" 79,288

AVERAGE ALL 79,288

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	102,335 *
2	55,030 *
3	47,010 *
4	44,348 *
5	41,537 *
6	36,000

AVERAGE "x" 54,377

AVERAGE ALL 54,377

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	66,144 *
2	60,471
3	58,371 *
4	55,900 *
5	53,900 *
6	48,634 *

AVERAGE "x" 57,237

AVERAGE ALL 57,237

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGIONSTUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	79,000 *
2	66,453 *
3	58,000 *
4	56,430
5	54,705 *
6	51,500 *

AVERAGE "X" 61,015

AVERAGE ALL 61,015

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	72,000 *
2	68,400 *
3	57,771 *
4	53,382
5	51,500 *

AVERAGE "X" 60,611

AVERAGE ALL 60,611

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	98,364 *
2	78,700 *
3	72,000 *
4	62,730
5	58,000 *

AVERAGE "X", 73,959

AVERAGE ALL 73,959

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	107,949 *

RANK	SALARY
2	100,045 *
3	76,500 *
4	71,500 *
5	61,428

AVERAGE "X" 83,484

AVERAGE ALL 83,484

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	77,300 *
2	64,150 *
3	61,710 *
4	54,015
5	48,500 *
6	48,162 *

AVERAGE "X" 58,973

AVERAGE ALL 58,973

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	77,605 *
2	63,693
3	60,800 *

AVERAGE "X" 67,366

AVERAGE ALL 67,366

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	89,500 *
2	81,382 *
3	81,277 *
4	73,263
5	70,000 *
6	64,500 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 76,654

AVERAGE ALL 76,654

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	66,500 *
2	64,630 *
3	51,000 *
4	50,495 *
5	46,000 *
6	42,480

AVERAGE "X" 53,518

AVERAGE ALL 53,518

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	114,000 *
2	109,086
3	95,000 *

AVERAGE "X" 106,029

AVERAGE ALL 106,029

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	86,000 *
2	69,250 *
3	52,500 *
4	48,127 *
5	44,976

AVERAGE "X" 60,171

AVERAGE ALL 60,171

UNIVERSITY OF ARKANSAS
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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGION

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PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	94,800 *
2	82,635 *
3	74,736

AVERAGE "*" 84,057

AVERAGE ALL 84,057

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	123,500 *
2	71,500 *
3	71,000 *

AVERAGE "*" 88,667

AVERAGE ALL 88,667

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	78,000 *
2	72,975
3	67,000 *
4	66,820 *

AVERAGE "*" 71,199

AVERAGE ALL 71,199

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	118,000 *
2	98,634
3	43,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 86,545

AVERAGE ALL 86,545

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	107,160
2	(107,010)*
3	98,500 *

AVERAGE "*" 104,223

AVERAGE ALL 104,223

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	67,000 *
2	59,824 *
3	56,941 *
4	49,144 *

AVERAGE "*" 58,227

AVERAGE ALL 58,227

DEANS:
AGRICULTURE

RANK	SALARY
1	125,000 *
2	120,400 *
3	116,000 *
4	115,209

AVERAGE "*" 119,152

AVERAGE ALL 119,152

DEANS:
ARCHITECTURE

RANK	SALARY
1	110,000 *
2	105,946 *
3	105,000 *
4	96,078

AVERAGE "*" 104,256

AVERAGE ALL 104,256

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	137,455 *
2	123,800 *
3	116,000 *
4	104,745
5	103,925 *
6	103,000 *

AVERAGE "*" 114,821

AVERAGE ALL 114,821

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	135,675 *
2	124,450 *
3	123,000 *
4	116,200 *
5	114,153
6	106,500 *

AVERAGE "*" 119,996

AVERAGE ALL 119,996

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	109,014 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGIONDEANS:
CONTINUING EDUCATION

RANK	SALARY
(CONTINUED)	
2	105,780
3	94,750 *

AVERAGE "X" 103,181

AVERAGE ALL 103,181

DEANS:
EDUCATION

RANK	SALARY
1	115,500 *
2	115,000 *
3	110,243 *
4	100,008
5	100,000 *
6	87,000 *

AVERAGE "X" 104,625

AVERAGE ALL 104,625

DEANS:
ENGINEERING

RANK	SALARY
1	160,000 *
2	134,111 *
3	110,830 *
4	108,213

AVERAGE "X" 128,289

AVERAGE ALL 128,289

DEANS:
HOME ECONOMICS

RANK	SALARY
1	114,000 *
2	108,766 *
3	100,335
4	97,000 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 105,025

AVERAGE ALL 105,025

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	104,500 *
2	103,043 *
3	86,180 *

AVERAGE "X" 97,908

AVERAGE ALL 97,908

DEANS:
LAW

RANK	SALARY
1	143,949 *
2	138,000 *
3	135,000 *

AVERAGE "X" 139,983

AVERAGE ALL 138,983

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	136,500 *
2	124,000 *
3	110,004

AVERAGE "X" 123,501

AVERAGE ALL 123,501

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES
REPRESENTING FORTY SEVEN STATES
BY EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGIONS-

The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The Universities participating in this region are:

- *UNIVERSITY OF CONNECTICUT
- *UNIVERSITY OF MAINE
- *UNIVERSITY OF MASSACHUSETTS/AMHERST
- *UNIVERSITY OF NEW HAMPSHIRE
- *STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
- *STATE UNIVERSITY OF NEW YORK AT BUFFALO
- *STATE UNIVERSITY OF NEW YORK AT ALBANY
- *STATE UNIVERSITY OF NEW YORK AT STONY BROOK
- *UNIVERSITY OF RHODE ISLAND
- *UNIVERSITY OF VERMONT
- *CUNY-GRADUATE SCHOOL & UNIVERISTY CENTER

* Member of the National Association of State and Universities
Land-Grant Colleges.

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGIONADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	170,000 *
2	160,059 *
3	155,000 *
4	150,000 *
5	138,800 *
6	137,145 *
7	128,092 *
8	127,575 *
9	126,073 *
10	125,000 *

AVERAGE "X" 141,774

AVERAGE ALL 141,774

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	98,779 *
2	92,000 *
3	79,200 *
4	72,769 *
5	46,214 *

AVERAGE "X" 77,792

AVERAGE ALL 77,792

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	115,600 *
2	113,446 *
3	107,156 *
4	87,550 *
5	84,034 *
6	81,964 *
7	62,672 *
8	60,335 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 89,095

AVERAGE ALL 89,095

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	88,391 *
2	83,500 *
3	78,919 *
4	69,630 *
5	68,500 *
6	61,214 *
7	58,500 *
8	51,650 *
9	47,070 *

AVERAGE "X" 67,486

AVERAGE ALL 67,486

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	80,395 *
2	75,840 *
3	72,133 *
4	72,100 *
5	70,543 *
6	69,700 *
7	57,723 *
8	55,330 *

AVERAGE "X" 69,221

AVERAGE ALL 69,221

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	96,833 *
2	89,175 *
3	82,587 *

RANK SALARY
4 76,801 *

AVERAGE "X" 86,349

AVERAGE ALL 86,349

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	122,974 *
2	111,280 *
3	(110,660) *

AVERAGE "X" 114,971

AVERAGE ALL 114,971

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	162,600 *
2	147,548 *
3	134,000 *
4	133,880 *
5	124,000 *
6	112,992 *
7	(110,660) *
8	110,189 *
9	108,158 *
10	107,707 *

AVERAGE "X" 125,173

AVERAGE ALL 125,173

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	108,200 *
2	108,000 *
3	98,614 *
4	93,441 *
5	92,656 *
6	89,795 *
7	88,286 *

* = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

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ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
(CONTINUED)	
8	85,771 *
9	82,650 *

AVERAGE "*" 94,157

AVERAGE ALL 94,157

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	72,197 *
2	54,647 *
3	45,732 *
4	38,993 *

AVERAGE "*" 52,892

AVERAGE ALL 52,892

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	147,000 *
2	144,882 *
3	124,000 *
4	121,470 *
5	112,299 *
6	109,479 *
7	104,952 *
8	87,929 *

AVERAGE "*" 119,001

AVERAGE ALL 119,001

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	108,600 *
2	96,607 *

RANK	SALARY
3	96,366 *
4	94,400 *
5	88,569 *
6	84,946 *
7	81,200 *
8	75,411 *
9	71,450 *

AVERAGE "*" 88,617

AVERAGE ALL 88,617

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	87,570 *
2	83,342 *
3	74,600 *
4	70,850 *
5	59,090 *
6	56,500 *
7	55,497 *
8	37,662 *
9	37,440 *

AVERAGE "*" 62,506

AVERAGE ALL 62,506

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	92,488 *
2	61,274 *
3	47,250 *

AVERAGE "*" 67,004

AVERAGE ALL 67,004

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	84,460 *
2	72,540 *

RANK	SALARY
3	66,352 *
4	63,605 *
5	59,162 *
6	58,335 *
7	56,160 *
8	53,044 *
9	50,000 *
10	47,145 *

AVERAGE "*" 61,080

AVERAGE ALL 61,080

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	84,381 *
2	73,700 *
3	68,000 *
4	66,585 *
5	65,050 *
6	56,775 *
7	46,767 *

AVERAGE "*" 65,894

AVERAGE ALL 65,894

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	94,956 *
2	86,947 *
3	79,660 *
4	75,677 *
5	73,477 *
6	72,577 *
7	72,077 *
8	68,777 *
9	65,777 *

AVERAGE "*" 76,586

AVERAGE ALL 76,586

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGIONBUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	70,850 *
2	65,177 *
3	62,679 *
4	56,851 *
5	54,617 *
6	41,269 *

AVERAGE "X" 58,574

AVERAGE ALL 58,574

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	91,314 *
2	88,878 *
3	80,884 *
4	78,710 *
5	78,667 *
6	74,000 *
7	70,814 *
8	70,670 *
9	59,636 *

AVERAGE "X" 77,064

AVERAGE ALL 77,064

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	122,000 *
2	120,000 *
3	114,483 *
4	105,999 *
5	103,428 *
6	101,355 *
7	100,743 *
8	96,125 *
9	94,474 *
10	87,500 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 104,611

AVERAGE ALL 104,611

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	88,080 *
2	78,300 *
3	76,111 *
4	73,529 *
5	73,365 *
6	67,064 *

AVERAGE "X" 76,075

AVERAGE ALL 76,075

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	102,313 *
2	77,634 *
3	68,219 *
4	65,362 *
5	43,641 *
6	28,841 *

AVERAGE "X" 64,335

AVERAGE ALL 64,335

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	87,450 *
2	82,448 *
3	78,100 *
4	75,544 *
5	74,873 *
6	74,015 *
7	67,500 *
8	63,035 *

RANK SALARY
9 52,370 *

AVERAGE "X" 72,815

AVERAGE ALL 72,815

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	77,787 *
2	74,438 *
3	74,263 *
4	68,606 *
5	67,273 *
6	64,425 *
7	62,372 *
8	52,213 *

AVERAGE "X" 67,672

AVERAGE ALL 67,672

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	82,650 *
2	76,195 *
3	69,000 *
4	64,350 *
5	63,952 *
6	63,324 *
7	61,000 *
8	58,830 *
9	57,000 *
10	52,362 *
11	51,396 *

AVERAGE "X" 63,642

AVERAGE ALL 63,642

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	102,855 *

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* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

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STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
(CONTINUED)	
2	76,500 *
3	67,479 *
4	67,050 *
5	63,502 *
6	62,990 *
7	62,983 *
8	61,797 *
9	50,720 *
AVERAGE "X"	68,431

AVERAGE ALL 68,431

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	102,133 *
2	96,272 *
3	85,783 *
4	84,039 *
5	67,000 *
6	54,627 *
7	44,936 *

AVERAGE "X" 76,399

AVERAGE ALL 76,399

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	68,890 *
2	66,267 *
3	58,330 *
4	56,780 *
5	56,096 *
6	52,732 *
7	51,605 *
8	46,510 *
9	43,745 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 55,662

AVERAGE ALL 55,662

OPERATIONS OFFICERS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	114,000 *
2	99,751 *
3	88,795 *
4	(84,250)*

AVERAGE "X" 96,699

AVERAGE ALL 96,699

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	99,700 *
2	94,059 *
3	(84,250)*
4	78,681 *
5	67,218 *
6	66,398 *
7	49,000 *

AVERAGE "X" 77,044

AVERAGE ALL 77,044

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	85,787 *
2	83,902 *
3	73,704 *
4	68,500 *
5	67,679 *
6	63,176 *
7	50,481 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 70,461

AVERAGE ALL 70,461

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	86,006 *
2	85,513 *
3	84,798 *
4	79,786 *
5	70,281 *
6	66,760 *
7	64,561 *
8	59,913 *
9	58,000 *
10	55,330 *
11	47,753 *

AVERAGE "X" 68,973

AVERAGE ALL 68,973

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	140,081 *
2	127,800 *
3	111,570 *
4	104,624 *
5	95,000 *

AVERAGE "X" 115,815

AVERAGE ALL 115,815

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	92,704 *
2	86,750 *
3	84,207 *
4	75,964 *

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TABLE II (CONTINUED)
NEW YORK AND BOSTON REGIONPUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
(CONTINUED)	
5	72,832 *
6	69,360 *
7	68,640 *
8	50,218 *
9	45,000 *

AVERAGE "X" 71,742

AVERAGE ALL 71,742

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	88,152 *
2	75,750 *
3	74,190 *
4	45,474 *

AVERAGE "X" 70,892

AVERAGE ALL 70,892

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	112,750 *
2	111,092 *
3	98,800 *
4	90,279 *
5	88,358 *

AVERAGE "X" 100,256

AVERAGE ALL 100,256

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	78,226 *
2	74,348 *

RANK	SALARY
3	69,445 *

AVERAGE "X" 74,006

AVERAGE ALL 74,006

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	88,053 *
2	76,529 *
3	75,712 *
4	56,236 *
5	51,500 *

AVERAGE "X" 69,606

AVERAGE ALL 69,606

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	97,545 *
2	95,830 *
3	83,200 *

AVERAGE "X" 92,192

AVERAGE ALL 92,192

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	126,000 *
2	112,415 *
3	102,244 *
4	101,920 *
5	98,580 *
6	87,931 *

AVERAGE "X" 104,848

AVERAGE ALL 104,848

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	79,975 *
2	72,805 *
3	69,331 *
4	64,815 *
5	62,559 *
6	58,820 *

AVERAGE "X" 68,051

AVERAGE ALL 68,051

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	111,008 *
2	104,624 *
3	103,573 *
4	101,850 *

AVERAGE "X" 105,264

AVERAGE ALL 105,264

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	160,000 *
2	140,791 *
3	124,720 *
4	122,986 *
5	119,699 *
6	113,520 *
7	100,000 *
8	99,066 *
9	84,670 *

AVERAGE "X" 118,384

AVERAGE ALL 118,384

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* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

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DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	104,510 *
2	98,515 *
3	91,420 *
4	91,190 *
5	88,847 *
6	86,258 *
7	47,840 *

AVERAGE "X" 86,940

AVERAGE ALL 86,940

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	106,299 *
2	(105,060)*
3	97,668 *

AVERAGE "X" 103,009

AVERAGE ALL 103,009

DEANS:
EDUCATION

RANK	SALARY
1	127,292 *
2	117,600 *
3	105,000 *
4	104,310 *
5	100,615 *
6	90,480 *
7	87,288 *

AVERAGE "X" 104,655

AVERAGE ALL 104,655

DEANS:
ENGINEERING

RANK	SALARY
1	155,859 *
2	142,000 *
3	138,433 *
4	130,000 *
5	118,742 *
6	115,812 *
7	110,260 *
8	96,010 *
9	73,000 *

AVERAGE "X" 120,013

AVERAGE ALL 120,013

DEANS:
GRADUATE

RANK	SALARY
1	128,369 *
2	101,027 *
3	97,886 *
4	84,336 *
5	83,850 *
6	83,046 *
7	70,645 *

AVERAGE "X" 92,737

AVERAGE ALL 92,737

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	119,300 *
2	102,752 *
3	101,120 *

AVERAGE "X" 107,724

AVERAGE ALL 107,724

DEANS:
SCIENCE

RANK	SALARY
1	130,000 *
2	111,124 *
3	102,999 *
4	90,686 *

AVERAGE "X" 108,702

AVERAGE ALL 108,702

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	128,600 *
2	119,181 *
3	111,417 *
4	74,443 *

AVERAGE "X" 108,410

AVERAGE ALL 108,410

DEANS:
SOCIAL WORK

RANK	SALARY
1	131,197 *
2	112,600 *
3	108,000 *
4	85,309 *

AVERAGE "X" 109,277

AVERAGE ALL 109,277

DEANS:
UNDERGRADUATE
STUDIES

RANK	SALARY
1	111,830 *
2	97,942 *
3	61,875 *

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* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGIONDEANS:
UNDERGRADUATE
STUDIES

(CONTINUED)

AVERAGE "X" 90,549

AVERAGE ALL 90,549

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	176,800 *
2	153,030 *
3	126,001 *

AVERAGE "X" 151,944

AVERAGE ALL 151,944

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	128,000 *
2	115,700 *
3	94,306 *
4	90,517 *
5	78,213 *

AVERAGE "X" 101,347

AVERAGE ALL 101,347

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	420,717 *
2	286,809 *
3	225,000 *
4	132,480 *

AVERAGE "X" 266,252

AVERAGE ALL 266,252

MEDICAL DEANS:
NURSING

RANK	SALARY
1	121,000 *
2	115,600 *
3	100,351 *
4	98,332 *
5	97,153 *
6	85,000 *
7	78,883 *

AVERAGE "X" 99,474

AVERAGE ALL 99,474

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	131,300 *
2	120,510 *
3	103,018 *

AVERAGE "X" 118,276

AVERAGE ALL 118,276

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES
REPRESENTING FORTY SEVEN STATES
BY EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia. The Universities participating in this region are:

- *UNIVERSITY OF DELAWARE
- UNIVERSITY OF MARYLAND AT BALTIMORE
- *UNIVERSITY OF MARYLAND, COLLEGE PARK
- COLLEGE OF WILLIAM AND MARY
- *UNIVERSITY OF VIRGINIA
- *VIRGINIA COMMONWEALTH UNIVERSITY
- *VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
- *WEST VIRGINIA UNIVERSITY
- *TEMPLE UNIVERSITY
- OLD DOMINION UNIVERSITY

* Member of the National Association of State and Universities
Land-Grant Colleges.

TABLE II (CONTINUED)
PHILADELPHIA REGIONADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	260,000
2	221,449 *
3	205,000 *
4	161,200 *
5	153,645 *
6	153,644 *
7	153,644 *
8	153,027
9	134,819
10	113,004 *

AVERAGE "X" 170,943

AVERAGE ALL 170,943

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	168,800 *
2	154,500
3	146,547 *

AVERAGE "X" 156,616

AVERAGE ALL 156,616

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT

RANK	SALARY
1	166,000 *
2	131,649 *
3	131,000 *
4	128,500 *
5	110,000

AVERAGE "X" 133,430

AVERAGE ALL 133,430

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	105,152 *
2	87,593
3	87,000 *
4	78,312 *
5	75,000
6	56,000 *
7	50,904 *
8	36,950

AVERAGE "X" 72,114

AVERAGE ALL 72,114

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
HEALTH

RANK	SALARY
1	400,000
2	300,806 *
3	192,000 *
4	81,144 *

AVERAGE "X" 243,488

AVERAGE ALL 243,488

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

RANK	SALARY
1	148,800
2	137,200 *
3	125,000 *
4	123,599 *
5	117,000 *
6	116,500 *
7	80,076 *

AVERAGE "X" 121,168

AVERAGE ALL 121,168

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	99,500
2	97,691 *
3	85,750 *
4	83,500
5	73,100 *
6	65,892 *
7	60,873

AVERAGE "X" 80,901

AVERAGE ALL 80,901

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	81,800 *
2	71,240
3	70,200 *
4	68,300
5	64,117 *
6	61,508 *
7	60,456 *
8	60,000 *
9	55,900
10	55,000 *

AVERAGE "X" 64,852

AVERAGE ALL 64,852

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	90,034
2	78,500 *
3	76,325 *
4	68,500 *
5	67,000 *
6	62,781 *
7	62,000
8	60,000 *
9	56,000
10	54,380 *

* = NASULGC

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TABLE II (CONTINUED)
PHILADELPHIA REGION

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ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK SALARY
(CONTINUED)

RANK SALARY
5 110,000
6 107,600
7 84,000 *

(CONTINUED)

AVERAGE "X" 123,530

AVERAGE "X" 122,157

AVERAGE "X" 67,552

AVERAGE ALL 123,530

AVERAGE ALL 67,552

ACADEMIC OFFICERS:
PROVOST

AVERAGE ALL 122,157

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK SALARY
1 220,000 *
2 158,000 *
3 154,500
4 147,124 *
5 141,000 *
6 140,000
7 116,016 *

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK SALARY
1 109,150
2 87,000 *
3 85,000 *
4 84,500 *
5 79,001 *
6 72,264 *
7 65,000
8 64,206 *
9 53,500

RANK SALARY
1 170,000
2 102,400 *
3 99,867 *
4 86,520 *
5 84,146 *
6 82,600 *
7 79,900
8 72,948 *

AVERAGE "X" 153,806

AVERAGE "X" 77,736

AVERAGE ALL 153,806

AVERAGE "X" 97,298

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

AVERAGE ALL 77,736

AVERAGE ALL 97,298

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION
ADMINISTRATOR

RANK SALARY
1 108,285 *
2 106,488
3 105,000 *
4 93,730 *
5 90,000 *
6 89,000
7 86,800 *
8 82,840
9 65,000 *

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK SALARY
1 125,000 *
2 68,700 *
3 67,375 *
4 50,000 *
5 35,800

RANK SALARY
1 103,000
2 82,700
3 62,500 *
4 60,000 *
5 48,000 *

AVERAGE "X" 91,905

AVERAGE "X" 69,375

AVERAGE "X" 71,240

AVERAGE ALL 91,905

AVERAGE ALL 69,375

AVERAGE ALL 71,240

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

BUSINESS/FISCAL OFFICI
DIRECTOR OF PURCHAS

RANK SALARY
1 145,590 *
2 122,000
3 102,999 *

RANK SALARY
1 183,000
2 128,500 *
3 126,000 *
4 116,000 *

RANK SALARY
1 101,118
2 81,575 *
3 75,000 *
4 70,812 *

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* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGIONBUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
(CONTINUED)	
5	68,016 *
6	67,500 *
7	53,200 *
8	47,700
9	43,747

AVERAGE "x" 67,630

AVERAGE ALL 67,630

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	88,538
2	77,700 *
3	77,050 *
4	73,400
5	63,300 *
6	61,101
7	59,577 *
8	51,972 *

AVERAGE "x" 69,080

AVERAGE ALL 69,080

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	130,000 *
2	125,000
3	82,840 *
4	80,200 *
5	75,000 *
6	73,250 *
7	72,100 *
8	61,800
9	56,280 *
10	40,919

RANK SALARY
(CONTINUED)

AVERAGE "x" 79,739

AVERAGE ALL 79,739

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	59,565
2	58,987 *
3	48,900 *
4	48,900 *
5	40,919 *
6	32,749
7	28,021

AVERAGE "x" 45,434

AVERAGE ALL 45,434

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	86,200
2	83,564 *
3	80,200 *
4	80,000 *
5	76,310 *
6	68,000 *
7	65,000 *
8	64,000
9	60,000

AVERAGE "x" 73,697

AVERAGE ALL 73,697

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	130,000 *
2	124,240 *
3	115,500
4	111,239 *

RANK	SALARY
5	110,220 *
6	94,200
7	88,000
8	83,430 *
9	80,000 *

AVERAGE "x" 104,092

AVERAGE ALL 104,092

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	100,000 *
2	87,000 *
3	84,842 *
4	75,900
5	69,660 *
6	60,700
7	49,692 *

AVERAGE "x" 75,399

AVERAGE ALL 75,399

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	99,349 *
2	68,500
3	58,950 *

AVERAGE "x" 75,600

AVERAGE ALL 75,600

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	84,850 *
2	77,062
3	76,700 *
4	75,000 *
5	70,572 *
6	66,760 *

TABLE II (CONTINUED)
PHILADELPHIA REGION

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STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
(CONTINUED)	
7	62,000
8	57,000
9	45,950 *

AVERAGE "x" 68,433

AVERAGE ALL 68,433

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	80,800 *
2	70,708
3	69,000 *
4	67,000
5	66,700 *
6	65,000 *
7	63,774 *
8	62,595
9	54,450 *
10	42,984 *

AVERAGE "x" 64,301

AVERAGE ALL 64,301

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	72,000 *
2	71,000
3	66,000 *
4	64,400 *
5	62,000 *
6	61,000
7	56,292 *
8	55,439
9	53,883 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 62,446

AVERAGE ALL 62,446

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	77,046 *
2	67,900 *
3	66,303 *
4	60,264 *
5	58,000 *
6	56,520
7	54,126 *
8	53,400
9	43,396

AVERAGE "x" 59,662

AVERAGE ALL 59,662

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	148,000 *
2	111,077 *
3	99,303 *
4	89,800
5	87,312 *
6	80,442 *
7	56,214 *
8	49,000

AVERAGE "x" 90,144

AVERAGE ALL 90,144

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	77,000 *
2	68,501 *
3	67,325 *

RANK	SALARY
4	58,632 *
5	56,812
6	53,600
7	50,222
8	49,140 *
9	38,000 *

AVERAGE "x" 57,692

AVERAGE ALL 57,692

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	84,975 *
2	78,600
3	75,700
4	69,500 *
5	55,000
6	46,350 *

AVERAGE "x" 68,354

AVERAGE ALL 68,354

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	102,800
2	98,500 *
3	90,341 *
4	78,500 *
5	72,500 *
6	59,016 *
7	42,783
8	40,919

AVERAGE "x" 73,170

AVERAGE ALL 73,170

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	89,140

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* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGIONOPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
(CONTINUED)	
2	79,619 *
3	76,200 *
4	75,745 *
5	71,500 *
6	65,000 *
7	55,892 *
8	55,000
9	46,788 *
10	45,740

AVERAGE "x" 66,062

AVERAGE ALL 66,062

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	140,000 *
2	125,504 *
3	107,500 *
4	102,201 *
5	94,800
6	86,280 *

AVERAGE "x" 109,381

AVERAGE ALL 109,381

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	97,152
2	84,048 *
3	75,000 *
4	71,448 *
5	68,000 *
6	63,000 *
7	60,265 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 74,130

AVERAGE ALL 74,130

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	135,000
2	89,000 *
3	75,000 *
4	70,700 *
5	67,000 *
6	50,000 *

AVERAGE "x" 81,117

AVERAGE ALL 81,117

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	164,800
2	137,200 *
3	128,104 *
4	91,500
5	87,822
6	77,250 *

AVERAGE "x" 114,446

AVERAGE ALL 114,446

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	94,348 *
2	78,400
3	78,000 *
4	65,500

RANK SALARY
(CONTINUED)

AVERAGE "x" 79,062

AVERAGE ALL 79,062

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	80,000
2	76,500 *
3	58,066 *
4	57,312
5	56,085 *
6	55,647 *
7	38,315

AVERAGE "x" 60,275

AVERAGE ALL 60,275

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	101,000 *
2	97,563 *
3	68,551 *

AVERAGE "x" 89,038

AVERAGE ALL 89,038

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	140,000 *
2	132,057 *
3	126,700 *
4	108,640

AVERAGE "x" 126,849

AVERAGE ALL 126,849

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TABLE II (CONTINUED)
PHILADELPHIA REGION

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RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	115,860 *
2	110,000 *
3	110,000 *

AVERAGE "X" 111,953

AVERAGE ALL 111,953

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	89,707 *
2	87,800
3	70,779 *
4	60,000 *
5	59,879 *
6	55,512 *
7	53,457 *
8	43,500

AVERAGE "X" 65,079

AVERAGE ALL 65,079

DEANS:
AGRICULTURE

RANK	SALARY
1	133,032 *
2	126,000 *
3	115,000 *
4	95,004 *

AVERAGE "X" 117,259

AVERAGE ALL 117,259

DEANS:
ARCHITECTURE

RANK	SALARY
1	130,500 *
2	111,000 *

RANK
3

SALARY
100,500 *

AVERAGE "X" 114,000

AVERAGE ALL 114,000

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	126,000
2	121,739 *
3	120,000 *
4	118,200 *
5	118,000
6	110,000 *
7	100,000
8	99,036 *

AVERAGE "X" 114,122

AVERAGE ALL 114,122

DEANS:
BUSINESS MANAGEMENT

RANK	SALARY
1	189,000
2	159,000 *
3	155,000 *
4	146,208 *
5	141,500
6	127,000 *
7	121,000 *
8	118,008 *

AVERAGE "X" 144,590

AVERAGE ALL 144,590

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	125,000 *
2	99,000 *
3	93,763 *
4	71,136

RANK
(CONTINUED)

AVERAGE "X" 97,225

AVERAGE ALL 97,225

DEANS:
EDUCATION

RANK	SALARY
1	141,800 *
2	132,433 *
3	116,000
4	110,000 *
5	109,900 *
6	95,700
7	87,300
8	87,012 *
9	85,950 *

AVERAGE "X" 107,344

AVERAGE ALL 107,344

DEANS:
ENGINEERING

RANK	SALARY
1	150,000 *
2	149,238 *
3	148,000 *
4	130,000 *
5	122,000
6	118,008 *
7	107,900

AVERAGE "X" 132,164

AVERAGE ALL 132,164

DEANS:
FINE ARTS

RANK	SALARY
1	108,000
2	102,551 *
3	81,516 *

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TABLE II (CONTINUED)
PHILADELPHIA REGIONDEANS:
FINE ARTS

(CONTINUED)

AVERAGE "x" 97,356

AVERAGE ALL 97,356

DEANS:
GRADUATE

RANK	SALARY
1	115,860 *
2	105,000 *
3	103,384 *
4	85,900
5	82,400

AVERAGE "x" 98,509

AVERAGE ALL 98,509

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	105,200 *
2	98,729 *
3	83,600
4	76,008 *

AVERAGE "x" 90,884

AVERAGE ALL 90,884

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	165,000
2	123,000 *
3	103,000
4	85,008 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 119,002

AVERAGE ALL 119,002

DEANS:
LAW

RANK	SALARY
1	214,000
2	190,000 *
3	149,350 *
4	111,012 *

AVERAGE "x" 166,091

AVERAGE ALL 166,091

DEANS:
SOCIAL WORK

RANK	SALARY
1	116,390 *
2	104,000
3	102,943 *
4	86,016 *

AVERAGE "x" 102,337

AVERAGE ALL 102,337

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	178,190 *
2	149,000
3	137,173 *
4	95,016 *

AVERAGE "x" 139,845

AVERAGE ALL 139,845

MEDICAL DEANS:
HEALTH SCI/HEALTH PRO-
FESSIONS/ALLIED HEALTH

RANK	SALARY
1	105,500
2	92,597 *
3	89,600

AVERAGE "x" 95,899

AVERAGE ALL 95,899

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	311,575 *
2	297,000
3	247,241 *
4	233,500 *
5	81,144 *

AVERAGE "x" 234,092

AVERAGE ALL 234,092

MEDICAL DEANS:
NURSING

RANK	SALARY
1	121,540 *
2	113,700 *
3	100,700 *
4	100,512 *
5	97,302 *

AVERAGE "x" 106,751

AVERAGE ALL 106,751

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	140,000 *
2	121,500
3	115,927 *

TABLE II (CONTINUED)
PHILADELPHIA REGION

Page 105

MEDICAL DEANS:
PHARMACY

(CONTINUED)

AVERAGE "*" 125,809

AVERAGE ALL 125,809

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* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED AND THREE STATE SUPPORTED UNIVERSITIES
REPRESENTING FORTY SEVEN STATES
BY EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO AND SEATTLE REGIONS-

The San Francisco and Seattle Regions as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, Washington, Arizona, California, Hawaii, and Nevada as well as the territories of Guam and Samoa. The Universities participating in this region are:

- *UNIVERSITY OF IDAHO
- *OREGON STATE UNIVERSITY
- *UNIVERSITY OF OREGON
- *WASHINGTON STATE UNIVERSITY
- NORTHERN ARIZONA UNIVERSITY
- *UNIVERSITY OF ARIZONA
- *UNIVERSITY OF CALIFORNIA, SANTA BARBARA
- *UNIVERSITY OF HAWAII AT MANOA
- *UNIVERSITY OF NEVADA, RENO
- *ARIZONA STATE UNIVERSITY

* Member of the National Association of State and Universities
Land-Grant Colleges.

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

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ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SYSTEM
OF MULTI-CAMPUSES

RANK	SALARY
1	156,564 *
2	153,000 *
3	124,699 *

AVERAGE "x" 144,754

AVERAGE ALL 144,754

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	175,000 *
2	156,563 *
3	149,997 *
4	130,041 *
5	129,780
6	116,964 *
7	116,964 *

AVERAGE "x" 139,330

AVERAGE ALL 139,330

ADMINISTRATIVE OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	137,000 *
2	132,870 *
3	(116,724)*

AVERAGE "x" 128,865

AVERAGE ALL 128,865

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	91,491 *
2	88,650 *
3	68,340 *
4	66,750 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 78,808

AVERAGE ALL 78,808

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	89,000 *
2	86,700 *
3	82,272 *
4	77,530 *
5	77,277 *
6	64,350 *

AVERAGE "x" 79,522

AVERAGE ALL 79,522

ADMINISTRATIVE OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	79,576 *
2	78,280 *
3	59,292 *
4	54,828 *
5	51,678 *
6	47,000 *
7	45,559 *
8	45,000 *
9	42,500 *

AVERAGE "x" 55,968

AVERAGE ALL 55,968

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITU-
TIONAL RESEARCH

RANK	SALARY
1	78,366 *
2	66,459 *
3	63,705 *
4	60,421 *
5	54,000 *

RANK SALARY
6 53,452

AVERAGE "x" 62,734

AVERAGE ALL 62,734

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	102,567 *
2	101,118 *
3	98,880 *
4	74,100 *

AVERAGE "x" 94,166

AVERAGE ALL 94,166

ADMINISTRATIVE OFFICERS:
INTERNATIONAL EDUCATION
ADMINISTRATOR

RANK	SALARY
1	108,600 *
2	76,073 *
3	75,000 *

AVERAGE "x" 86,558

AVERAGE ALL 86,558

ACADEMIC OFFICERS:
VICE PRESIDENT FOR
ACADEMIC AFFAIRS

RANK	SALARY
1	141,110 *
2	137,000 *
3	120,000 *
4	115,000 *
5	111,708 *
6	111,017 *
7	95,790

AVERAGE "x" 118,804

AVERAGE ALL 118,804

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ADMINISTRATIVE SALARIES SURVEY 1994-95

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	141,110 *
2	121,168 *
3	120,000 *
4	99,514 *

AVERAGE "X" 120,448

AVERAGE ALL 120,448

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	107,900 *
2	102,485 *
3	95,670 *
4	94,980 *
5	89,344 *
6	87,744 *
7	85,805 *
8	72,100
9	70,908 *

AVERAGE "X" 89,660

AVERAGE ALL 89,660

ACADEMIC OFFICERS:
MUSEUM DIRECTOR

RANK	SALARY
1	98,945 *
2	71,070 *
3	58,676 *

AVERAGE "X" 76,230

AVERAGE ALL 76,230

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	127,224 *

RANK	SALARY
2	126,690 *
3	(116,724)*
4	111,017 *
5	107,000 *
6	103,800 *
7	97,535 *
8	94,691 *
9	89,095

AVERAGE "X" 108,197

AVERAGE ALL 108,197

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	94,396 *
2	85,000 *
3	84,985 *
4	84,189 *
5	70,219 *
6	69,985 *
7	61,260 *

AVERAGE "X" 78,576

AVERAGE ALL 78,576

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	88,754 *
2	85,122 *
3	68,324 *
4	63,000 *

AVERAGE "X" 76,300

AVERAGE ALL 76,300

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	72,101 *
2	71,941 *

RANK	SALARY
3	57,085 *
4	56,702 *
5	51,500
6	50,004 *
7	47,523 *
8	46,841 *
AVERAGE "X"	56,712

AVERAGE ALL 56,712

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	77,664 *
2	56,772 *
3	54,768 *
4	47,625 *
5	33,990 *

AVERAGE "X" 54,164

AVERAGE ALL 54,164

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	89,738 *
2	88,902 *
3	83,515 *
4	77,486 *
5	77,145 *
6	76,380 *
7	69,588 *
8	69,585 *
9	62,324 *

AVERAGE "X" 77,185

AVERAGE ALL 77,185

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	53,324 *

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* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

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BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY (CONTINUED)
2	51,550 *
3	47,000 *
4	45,239 *
5	40,380 *
6	30,132 *

AVERAGE "X" 44,604

AVERAGE ALL 44,604

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	89,800 *
2	81,370 *
3	77,251 *
4	67,800 *
5	65,718 *
6	60,895 *
7	60,770 *
8	55,000 *
9	49,089 *

AVERAGE "X" 67,521

AVERAGE ALL 67,521

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	116,000 *
2	109,428 *
3	106,158 *
4	97,310 *
5	96,826 *
6	93,552 *
7	92,000 *
8	88,894 *
9	71,500 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 96,852

AVERAGE ALL 96,852

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	77,250 *
2	72,100 *
3	67,908 *
4	67,320 *
5	66,950 *
6	63,464 *
7	61,500 *
8	58,819 *

AVERAGE "X" 66,914

AVERAGE ALL 66,914

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	61,176 *
2	56,039 *
3	50,165 *
4	45,320 *
5	44,620 *

AVERAGE "X" 51,464

AVERAGE ALL 51,464

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	82,992 *
2	77,070 *
3	64,478 *
4	61,800 *
5	60,264 *
6	52,910 *
7	52,536 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 64,579

AVERAGE ALL 64,579

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	71,925 *
2	70,200 *
3	67,008 *
4	65,166 *
5	63,861 *
6	61,800 *
7	58,104 *
8	58,000 *

AVERAGE "X" 64,508

AVERAGE ALL 64,508

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	72,000 *
2	69,000 *
3	68,364 *
4	67,015 *
5	64,350 *
6	63,860 *
7	63,860 *
8	53,004 *
9	52,614 *

AVERAGE "X" 63,785

AVERAGE ALL 63,785

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	85,333 *
2	78,500 *
3	69,588 *

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* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGIONSTUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
(CONTINUED)	
4	64,046 *
5	61,301 *
6	58,897 *
7	58,008 *
8	52,096 *
9	51,828 *
10	50,000
AVERAGE "X"	62,960
AVERAGE ALL	62,960

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	123,964 *
2	89,610 *
3	88,994 *
4	86,268 *
5	85,104 *
6	84,400
7	79,824 *
AVERAGE "X"	91,166
AVERAGE ALL	91,166

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF CAREER
PLANNING & PLACEMENT

RANK	SALARY
1	83,298 *
2	60,000 *
3	55,900 *
4	55,395 *
5	54,216 *
6	50,470 *
7	49,280
8	47,740 *
9	47,148 *

RANK	SALARY
(CONTINUED)	
AVERAGE "X"	55,939
AVERAGE ALL	55,939

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	78,962 *
2	77,251 *
3	60,770
4	60,240 *
5	58,088 *
6	52,578 *

AVERAGE "X"	64,648
AVERAGE ALL	64,648

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	91,761 *
2	85,679 *
3	81,370 *
4	74,592 *
5	70,347 *
6	70,011 *
7	65,841 *
8	63,800

AVERAGE "X"	75,425
AVERAGE ALL	75,425

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC
SAFETY (CAMPUS POLICE)

RANK	SALARY
1	78,203 *
2	74,984 *
3	60,904 *
4	60,559 *
5	58,000 *
6	53,562 *

RANK	SALARY
7	53,052 *
8	53,000

AVERAGE "X"	61,533
AVERAGE ALL	61,533

PUBLIC RELATIONS OFFICERS:
VICE PRES FOR INSTITU-
TIONAL ADVANCEMENT

RANK	SALARY
1	124,500 *
2	104,583 *
3	103,692 *
4	99,864 *
5	97,535 *
6	89,095
7	84,501 *

AVERAGE "X"	100,539
AVERAGE ALL	100,539

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	79,310 *
2	71,861 *
3	68,856 *
4	55,899 *
5	53,200 *

AVERAGE "X"	65,825
AVERAGE ALL	65,825

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	87,550 *
2	86,521 *
3	57,479 *
4	55,600 *
5	52,275 *
6	50,004 *
7	44,280 *

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TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

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PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

(CONTINUED)

AVERAGE "X" 61,958

AVERAGE ALL 61,958

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	83,779 *
2	83,316 *
3	75,398 *
4	68,500 *
5	51,000 *

AVERAGE "X" 72,399

AVERAGE ALL 72,399

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	86,367 *
2	78,396 *
3	76,500 *
4	68,682 *
5	67,068 *
6	65,304 *
7	60,844 *
8	44,955

AVERAGE "X" 68,515

AVERAGE ALL 68,515

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	105,804 *
2	85,610 *
3	85,357 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 92,257

AVERAGE ALL 92,257

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	121,510 *
2	118,450 *
3	116,088 *
4	110,725 *
5	104,724 *

AVERAGE "X" 114,299

AVERAGE ALL 114,299

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	87,660 *
2	86,304 *
3	71,483 *
4	66,120 *
5	57,500 *
6	54,000 *

AVERAGE "X" 70,511

AVERAGE ALL 70,511

DEANS:
AGRICULTURE

RANK	SALARY
1	128,750 *
2	119,470 *
3	111,526 *
4	110,400 *
5	105,780 *
6	99,556 *

RANK SALARY
(CONTINUED)

AVERAGE "X" 112,580

AVERAGE ALL 112,580

DEANS:
ARCHITECTURE

RANK	SALARY
1	115,056 *
2	107,628 *
3	102,794 *
4	89,255 *
5	84,627 *

AVERAGE "X" 99,872

AVERAGE ALL 99,872

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	120,000 *
2	106,428 *
3	104,259 *
4	90,118 *
5	86,520

AVERAGE "X" 101,465

AVERAGE ALL 101,465

DEANS:
BUSINESS MANAGEMEN

RANK	SALARY
1	133,90
2	124,6
3	116,0
4	105,9
5	105,0
6	104,86
7	102,99
8	89,262
9	87,035

UNIVERSITY OF ARKANSAS
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* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGIONDEANS:
BUSINESS MANAGEMENT

(CONTINUED)

AVERAGE "x" 107,745

AVERAGE ALL 107,745

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,764 *
2	94,178 *
3	91,908 *
4	72,400 *
5	64,368 *
6	61,800

AVERAGE "x" 79,903

AVERAGE ALL 79,903

DEANS:
EDUCATION

RANK	SALARY
1	117,936 *
2	114,330 *
3	108,150 *
4	106,500 *
5	106,469 *
6	101,510 *
7	84,276 *
8	83,430
9	80,806 *

AVERAGE "x" 100,379

AVERAGE ALL 100,379

DEANS:
ENGINEERING

RANK	SALARY
1	135,000 *
2	134,930 *

RANK	SALARY
3	129,780 *
4	120,000 *
5	114,636 *
6	114,415 *
7	101,498 *
8	94,000

AVERAGE "x" 118,032

AVERAGE ALL 118,032

DEANS:
FINE ARTS

RANK	SALARY
1	128,933 *
2	100,940 *
3	100,000 *

AVERAGE "x" 109,958

AVERAGE ALL 109,958

DEANS:
FORESTRY

RANK	SALARY
1	99,804 *
2	82,812
3	77,110 *

AVERAGE "x" 86,575

AVERAGE ALL 86,575

DEANS:
GRADUATE

RANK	SALARY
1	118,750 *
2	108,768 *
3	103,586 *
4	102,785 *
5	95,701 *
6	81,084 *

RANK SALARY
(CONTINUED)

AVERAGE "x" 101,779

AVERAGE ALL 101,779

DEANS:
HUMANITIES

RANK	SALARY
1	128,933 *
2	105,060 *
3	82,632 *

AVERAGE "x" 105,542

AVERAGE ALL 105,542

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	94,000 *
2	88,500 *
3	81,885

AVERAGE "x" 88,128

AVERAGE ALL 88,128

DEANS:
LAW

RANK	SALARY
1	129,780 *
2	127,415 *
3	117,204 *
4	110,000 *
5	96,967 *

AVERAGE "x" 116,273

AVERAGE ALL 116,273

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

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DEANS:
SCIENCE

RANK	SALARY
1	122,055 *
2	120,000 *
3	120,000 *
4	106,469 *
5	101,052 *

AVERAGE "*" 113,915

AVERAGE ALL 113,915

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	108,150 *
2	106,933 *
3	106,680 *
4	103,443 *
5	80,855

AVERAGE "*" 101,212

AVERAGE ALL 101,212

DEANS:
SOCIAL WORK

RANK	SALARY
1	116,388 *
2	(101,977)*
3	101,970 *

AVERAGE "*" 106,778

AVERAGE ALL 106,778

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	224,418 *
2	167,112 *
3	154,868 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 182,133

AVERAGE ALL 182,133

MEDICAL DEANS:
NURSING

RANK	SALARY
1	113,300 *
2	112,416 *
3	(101,977)*
4	100,940 *
5	92,188 *

AVERAGE "*" 104,164

AVERAGE ALL 104,164

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	111,240 *
2	106,469 *
3	97,728 *

AVERAGE "*" 105,146

AVERAGE ALL 105,146

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* = NASULGC

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY EIGHT UNIVERSITY SYSTEMS
IN THIRTY STATES

This table summarizes the data for thirty eight university systems in thirty states. For making this report possible the University of Arkansas wishes to thank the following universities.

THE UNIVERSITY OF ALABAMA
UNIVERSITY OF ALASKA SYSTEM
UNIVERSITY OF ARKANSAS SYSTEM
SOUTHERN UNIVERSITY & A&M COLLEGE
UNIVERSITY OF CALIFORNIA
UNIVERSITY OF COLORADO SYSTEM
STATE UNIVERSITY SYSTEM OF FLORIDA
BOARD OF REGENTS
UNIVERSITY OF HAWAII - SYSTEM ADMIN
SOUTHERN ILLINOIS UNIVERSITY
UNIVERSITY OF ILLINOIS - CENTRAL ADMINISTRATION
INDIANA UNIVERSITY - CENTRAL ADMINISTRATION
LOUISIANA STATE UNIVERSITY SYSTEM
UNIVERSITY OF MAINE SYSTEM
UNIVERSITY OF MARYLAND SYSTEM ADMINISTRATION
UNIVERSITY OF MASSACHUSETTS
UNIVERSITY OF MISSOURI
MONTANA UNIVERSITY SYSTEM OFFICE
UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA
UNIVERSITY OF NEW HAMPSHIRE
UNIVERSITY OF NEBRASKA CENTRAL ADMIN
THE CITY UNIVERSITY OF NEW YORK
STATE UNIVERSITY OF NEW YORK
UNIVERSITY OF NORTH CAROLINA
COLORADO STATE UNIVERSITY
OREGON STATE SYSTEM OF HIGHER EDUCATION
RUTGERS UNIVERSITY - CENTRAL OFFICE
TENNESSEE BOARD OF REGENTS
UNIVERSITY OF TENNESSEE --SYSTEMS
TEXAS A&M UNIVERSITY SYSTEM
UNIVERSITY OF HOUSTON
UNIVERSITY OF TEXAS SYSTEM ADMINISTRATION
UNIVERSITY OF WISCONSIN-SYSTEM ADMINISTRATION
MINNESOTA STATE UNIVERSITY SYSTEM
UNIVERSITY OF MINNESOTA SYSTEM
UNIVERSITY SYSTEM OF WEST VIRGINIA
UTAH SYSTEM OF HIGHER EDUCATION
NORTH DAKOTA UNIVERSITY SYSTEM
SOUTH DAKOTA BOARD OF REGENTS

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

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CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	243,500
2	243,477
3	208,000
4	205,000
5	204,000
6	202,400
7	190,000
8	189,000
9	186,758
10	178,928
11	174,999
12	174,900
13	173,124
14	172,400
15	172,239
16	168,630
17	166,653
18	165,000
19	156,750
20	155,550
21	153,912
22	153,000
23	152,300
24	149,179
25	148,569
26	147,740
27	142,000
28	136,620
29	134,621
30	133,668
31	126,360
32	125,254
33	120,000
34	112,750
35	112,247
36	106,320
37	103,600
38	87,500
AVERAGE	159,920

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	210,000

RANK	SALARY
2	190,000
3	160,000
4	155,000
5	153,500
6	147,500
7	140,000
8	136,175
9	135,000
10	(134,900)
11	134,750
12	132,639
13	132,175
14	132,000
15	125,500
16	120,000
17	120,000
18	116,484
19	112,536
20	112,199
21	110,748
22	109,187
23	100,584
24	100,000
25	92,094
26	89,630
27	89,463
28	87,894
29	78,000
30	66,229
31	62,250
AVERAGE	122,143

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	141,386
2	125,000
3	106,000
4	94,251
5	93,550
6	91,718
7	90,000
8	88,773
9	88,686
10	85,267
11	85,000
12	81,000
13	80,000

RANK	SALARY
14	78,612
15	78,343
16	77,459
AVERAGE	92,815

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	113,200
2	84,000
3	77,459
4	74,600
5	73,700
6	72,951
7	71,532
8	65,390
9	63,606
10	54,000
11	50,616
12	44,950
AVERAGE	70,500

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	119,300
2	93,000
3	83,120
4	57,200
5	51,000
6	49,578

AVERAGE	75,533
---------	--------

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	187,500
2	147,500
3	143,666
4	(134,900)
5	125,000
6	122,639

UNIVERSITY OF ARKANSAS
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TABLE III (CONTINUED)
UNIVERSITY SYSTEMSOPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
(CONTINUED)	
7	122,268
8	120,000
9	(116,724)
10	75,750

AVERAGE 129,595

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	132,880
2	(132,000)
3	130,000
4	127,333
5	(124,000)
6	122,500
7	120,000
8	119,000
9	112,536
10	101,220
11	100,083
12	96,563
13	96,257

AVERAGE 116,490

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	(102,000)
2	(86,712)
3	77,682

AVERAGE 88,798

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRES

RANK	SALARY
1	118,000
2	(112,560)

RANK	SALARY
3	99,269
4	99,000
5	94,000
6	91,019
7	87,500
8	85,000
9	84,625
10	83,436
11	72,000
12	70,532
13	70,000
14	69,043
15	67,600
16	65,000
17	62,937
18	45,000
19	(44,500)
20	41,250
21	39,140

AVERAGE 76,258

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	196,200
2	180,000
3	130,000
4	128,000
5	122,000
6	121,475
7	120,750
8	120,000
9	117,500
10	115,020
11	113,301
12	111,476
13	109,187
14	106,116
15	105,000
16	103,200
17	102,990
18	102,000
19	99,688
20	99,500
21	96,563
22	88,383
23	87,700
24	80,000

RANK	SALARY
25	77,682
26	71,150
27	70,720
28	69,528
29	66,847
30	64,930
31	59,250
32	54,000

AVERAGE 102,817

OPERATIONS OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RES

RANK	SALARY
1	119,000
2	104,808
3	103,000
4	85,650
5	81,000
6	78,800
7	71,125
8	67,021
9	66,820
10	62,037
11	61,850
12	60,576
13	59,616
14	58,000
15	49,900
16	41,600
17	36,000

AVERAGE 70,988

OPERATIONS OFFICERS:
SECRETARY TO THE
BOARD

RANK	SALARY
1	140,676
2	(112,560)
3	111,476
4	108,000
5	102,700
6	101,568
7	96,000
8	91,606
9	90,950
10	90,000

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ADMINISTRATIVE SALARIES SURVEY 1994-95

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

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OPERATIONS OFFICERS:
SECRETARY TO THE
BOARD

RANK	SALARY
(CONTINUED)	
11	84,811
12	82,490
13	77,000
14	66,941
15	60,780
16	52,020
17	50,000
18	49,679
19	48,815
20	47,500
21	45,349
22	(44,500)
23	37,015
24	35,099
25	25,699
AVERAGE	74,129

FINANCE AND BUSINESS
OFFICERS: VICE PRES/
CHANCELLOR

RANK	SALARY
1	210,000
2	187,500
3	160,000
4	160,000
5	152,930
6	140,000
7	138,986
8	135,000
9	132,175
10	(132,000)
11	130,000
12	127,333
13	125,000
14	123,720
15	122,639
16	121,500
17	120,000
18	(116,724)
19	115,050
20	110,364
21	110,280
22	109,187
23	107,750

RANK	SALARY
24	106,968
25	106,759
26	106,713
27	104,843
28	100,976
29	100,584
30	91,612
31	88,410
32	85,500
33	62,250
34	56,496
AVERAGE	120,566

FINANCE AND BUSINESS
OFFICERS: ASSOC VICE
PRES/CHANCELLOR

RANK	SALARY
1	130,500
2	119,000
3	103,093
4	90,833
5	90,000
6	89,489
7	87,924
8	(86,712)
9	86,652
10	81,200
11	77,714
12	72,000
AVERAGE	92,926

FINANCE AND BUSINESS
OFFICERS: ASST VICE
PRES/CHANCELLOR

RANK	SALARY
1	114,250
2	110,400
3	104,750
4	94,227
5	91,500
6	90,607
7	89,000
8	87,127
9	84,294
10	71,664
11	42,250

RANK	SALARY
(CONTINUED)	
AVERAGE	89,097

FINANCE AND BUSINESS
OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	106,000
2	103,600
3	102,859
4	97,224
5	95,800
6	88,500
7	87,300
8	81,000
9	80,400
10	74,100
11	72,337
12	69,700
13	65,000
14	62,000
15	60,393
16	57,018
17	56,566
18	56,270
19	55,791
20	52,700
21	40,978
22	28,000

AVERAGE 72,433

FINANCE AND BUSINESS
OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	97,873
2	93,730
3	77,000
4	56,566
5	47,250
6	42,000
AVERAGE	69,070

TABLE III (CONTINUED)
UNIVERSITY SYSTEMSFINANCE AND BUSINESS
OFFICERS:
CONTROLLER

RANK	SALARY
1	120,500
2	102,859
3	101,354
4	100,700
5	97,222
6	94,600
7	87,924
8	84,468
9	84,200
10	83,475
11	82,500
12	81,200
13	79,000
14	77,000
15	75,432
16	67,026
17	66,100
18	57,050
19	56,566

AVERAGE 84,167

FINANCE AND BUSINESS
OFFICERS:
AUDITOR

RANK	SALARY
1	101,185
2	97,409
3	93,400
4	90,000
5	88,500
6	82,203
7	78,000
8	76,447
9	75,764
10	75,650
11	75,400
12	68,800
13	68,089
14	68,000
15	67,200
16	66,000
17	65,700
18	65,621
19	64,332
20	63,089

RANK	SALARY
21	62,574
22	60,900
23	56,736
24	55,256
25	54,838
26	50,890
27	50,128

AVERAGE 71,189

FINANCE AND BUSINESS
OFFICERS:
TREASURER

RANK	SALARY
1	238,400
2	106,000
3	104,500
4	103,600
5	88,333
6	81,382
7	76,100
8	74,500
9	73,000
10	69,960
11	66,432

AVERAGE 98,382

FINANCE AND BUSINESS
OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	112,500
2	108,000
3	(102,000)
4	101,500
5	95,011
6	92,000
7	90,607
8	88,750
9	88,056
10	87,887
11	85,750
12	80,000
13	78,700
14	76,465
15	75,288
16	71,401
17	70,176

RANK	SALARY
18	58,000
19	56,566
20	50,000
21	45,675
22	44,000
23	39,000
24	33,200

AVERAGE 76,272

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	140,004
2	124,980
3	119,000
4	116,900
5	109,187
6	(103,692)
7	99,912
8	95,063
9	86,419
10	85,000
11	78,778
12	59,250

AVERAGE 101,515

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	102,000
2	89,500
3	77,60
4	76,1
5	74 0
6	71 35
7	7 ,875
8	65,500
9	64,203
10	64,000
11	63,890
12	63,654
13	62,872
14	59,200
15	57,679
16	50,000

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TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

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PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
15	55,147
16	46,000

RANK SALARY
(CONTINUED)

AVERAGE 102,060

RANK SALARY
(CONTINUED)

17	46,000
18	38,000

AVERAGE 66,654

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	155,183
2	153,000
3	120,000
4	117,359
5	117,000
6	115,025
7	114,600
8	(103,692)
9	99,850
10	99,269
11	96,563
12	91,000
13	87,603
14	70,020

AVERAGE 110,012

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	116,300
2	106,000
3	92,500
4	90,000
5	88,500
6	87,000
7	83,400
8	82,769
9	80,088
10	80,000
11	74,980
12	66,776
13	63,504
14	62,550

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	152,000
2	150,520
3	138,000
4	126,580
5	125,211
6	118,000
7	104,890
8	83,779

AVERAGE 124,873

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	91,494
2	85,191
3	84,742
4	76,100
5	74,980
6	67,972

AVERAGE 80,080

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	128,333
2	(124,000)
3	118,282
4	109,187
5	108,204
6	107,250
7	101,164
8	99,725
9	84,000
10	80,260
11	62,250

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	110,000
2	105,850
3	98,243
4	94,000
5	87,250
6	78,300
7	77,986
8	75,119
9	70,500

AVERAGE 88,583

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	119,600
2	94,600
3	94,227
4	93,085
5	84,750
6	(82,500)
7	75,957
8	41,670

AVERAGE 85,799

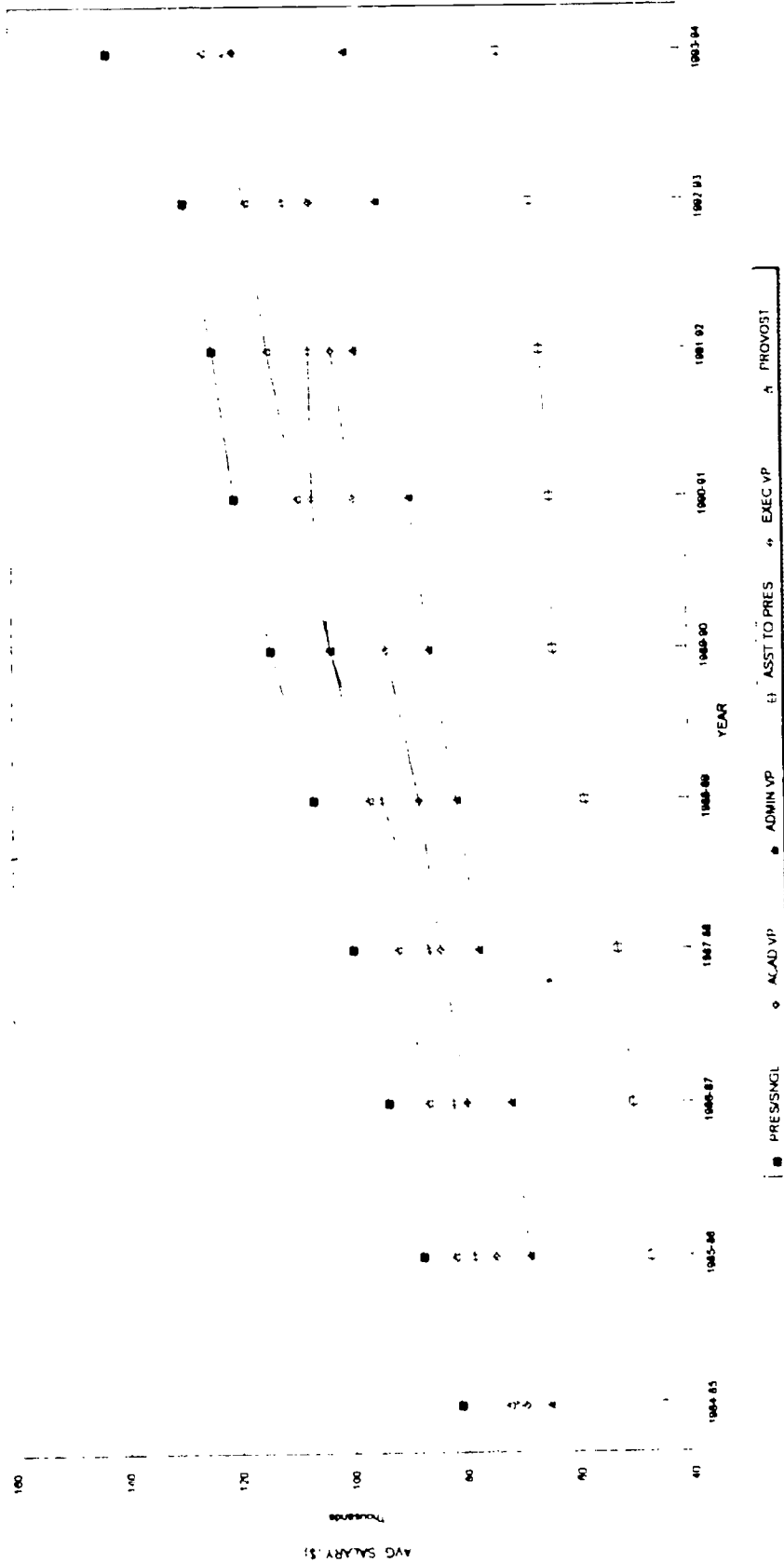
FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	98,400
2	92,000
3	87,300
4	(82,500)
5	75,518
6	74,389
7	74,196
8	72,790
9	60,400

AVERAGE 79,721

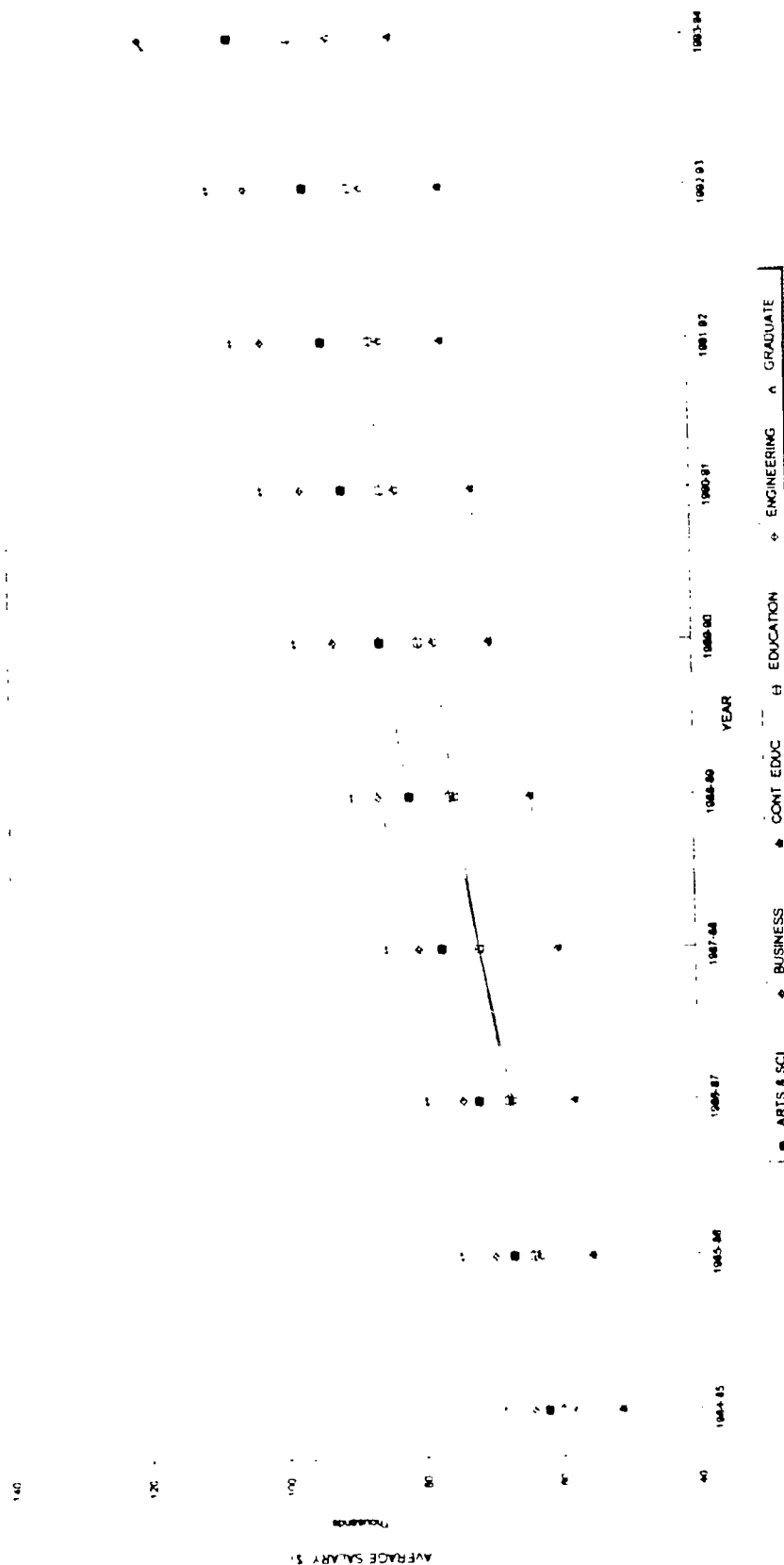
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**AVERAGE SALARIES FOR SELECTED EXECUTIVE
ADMINISTRATORS (1984-1993)**



UNIVERSITY OF ARKANSAS
ANNUAL ADMINISTRATIVE SALARY SURVEY

**AVERAGE SALARY FOR SELECTED DEANS
(1984-1993)**



UNIVERSITY OF ARKANSAS
ANNUAL ADMINISTRATIVE SALARY SURVEY

University of Arkansas, Fayetteville

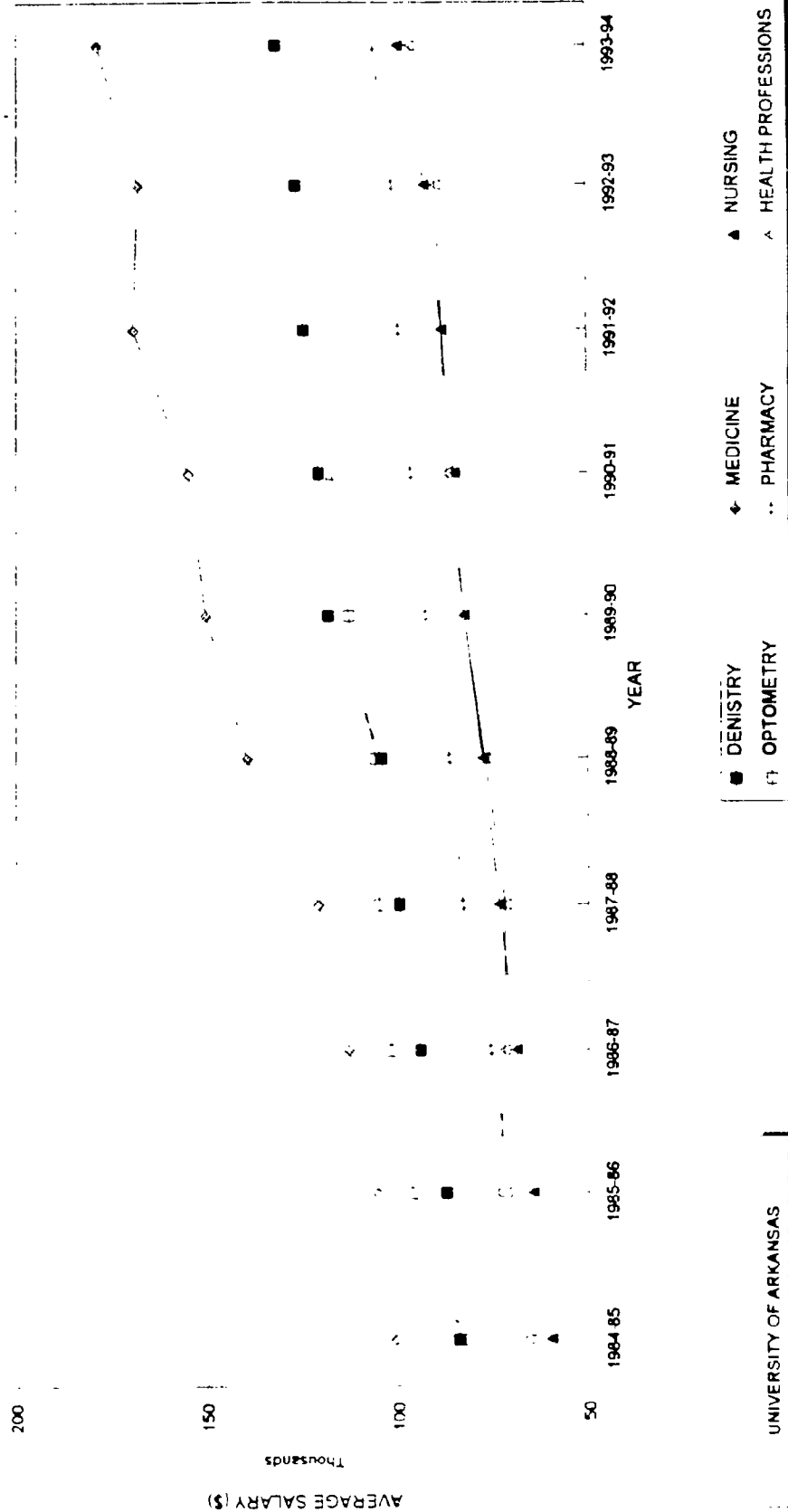
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AVERAGE SALARY FOR MEDICAL DEANS (1984-1993)



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ANNUAL ADMINISTRATIVE SALARY SURVEY